

[ORAL ARGUMENT SCHEDULED FOR DECEMBER 9, 2016]  
Nos. 15-1074, 15-1130

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In the United States Court of Appeals  
for the District of Columbia Circuit

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AMPERSAND PUBLISHING, LLC, D/B/A SANTA BARBARA NEWS-PRESS,  
*Petitioner/Cross-Respondent,*

v.

NATIONAL LABOR RELATIONS BOARD,  
*Respondent/Cross-Petitioner,*

GRAPHICS COMMUNICATIONS CONFERENCE OF THE INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS  
*Intervenor for Respondent/Cross-Respondent*

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On Petition for Review of an Order  
of the National Labor Relations Board

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**JOINT DEFERRED APPENDIX  
VOLUME 4 OF 7**

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C. D. Michel  
Anna M. Barvir  
MICHEL & ASSOCIATES, P.C.  
180 East Ocean Blvd., Suite 200  
Long Beach, CA 90802  
Telephone: (562) 216-4444  
Facsimile: (562) 216-4445  
E-mail: [cmichel@michellawyers.com](mailto:cmichel@michellawyers.com)

*Counsel for Petitioner*

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**TABLE OF CONTENTS****Page****Volume 1**

Certified List of the National Labor Relations Board (NLRB Docket Sheet) .....	JDA0001
--	---------

## Selected General Counsel Exhibits:

G.C. Ex. 1(ffff) .....	JDA0019
G.C. Ex. 15 .....	JDA0037
G.C. Ex. 16 .....	JDA0045
G.C. Ex. 18 .....	JDA0046
G.C. Ex. 19 .....	JDA0069
G.C. Ex. 21 .....	JDA0073
G.C. Ex. 29 .....	JDA0076
G.C. Ex. 30 .....	JDA0080
G.C. Ex. 31 .....	JDA0082
G.C. Ex. 37 .....	JDA0083
G.C. Ex. 38 .....	JDA0085
G.C. Ex. 39 .....	JDA0096
G.C. Ex. 40 .....	JDA0098
G.C. Ex. 47 .....	JDA0101
G.C. Ex. 51 .....	JDA0103
G.C. Ex. 52 .....	JDA0106
G.C. Ex. 54 .....	JDA0108
G.C. Ex. 58 .....	JDA0111
G.C. Ex. 64 .....	JDA0124

G.C. Ex. 75 .....	JDA0126
G.C. Ex. 84 .....	JDA0128
G.C. Ex. 89 .....	JDA0130
G.C. Ex. 90 .....	JDA0134
G.C. Ex. 103 .....	JDA0136
G.C. Ex. 108 .....	JDA0140
G.C. Ex. 113 .....	JDA0144
G.C. Ex. 124 .....	JDA0147
G.C. Ex. 125 .....	JDA0148
G.C. Ex. 146 .....	JDA0196
G.C. Ex. 147 .....	JDA0197
G.C. Ex. 167(b).....	JDA0199
G.C. Ex. 179 .....	JDA0203
G.C. Ex. 189(a).....	JDA0204
G.C. Ex. 189(b).....	JDA0205
G.C. Ex. 189(c) .....	JDA0206
G.C. Ex. 189(d).....	JDA0207
G.C. Ex. 189(e) .....	JDA0208
G.C. Ex. 189(f) .....	JDA0209
G.C. Ex. 189(g).....	JDA0210
G.C. Ex. 189(h) .....	JDA0211
G.C. Ex. 189(i).....	JDA0212
G.C. Ex. 189(j).....	JDA0213
G.C. Ex. 189(k).....	JDA0214
G.C. Ex. 189(l).....	JDA0215

G.C. Ex. 189(m).....	JDA0216
G.C. Ex. 189(n) .....	JDA0217
G.C. Ex. 189(o).....	JDA0218
G.C. Ex. 189(p).....	JDA0219
G.C. Ex. 189(q).....	JDA0220
G.C. Ex. 189(r) .....	JDA0221
G.C. Ex. 191 .....	JDA0222
G.C. Ex. 208 .....	JDA0228
G.C. Ex. 234 .....	JDA0229
G.C. Ex. 245 .....	JDA0237
G.C. Ex. 249 .....	JDA0243
G.C. Ex. 300(a).....	JDA0246
G.C. Ex. 300(b).....	JDA0254
G.C. Ex. 300(c) .....	JDA0260
G.C. Ex. 300(d).....	JDA0264
G.C. Ex. 300(e) .....	JDA0270
G.C. Ex. 300(g).....	JDA0276
G.C. Ex. 300(h) .....	JDA0280
G.C. Ex. 300(i).....	JDA0282
G.C. Ex. 300(m).....	JDA0284
G.C. Ex. 300(n) .....	JDA0288
G.C. Ex. 300(r) .....	JDA0295



**Volume 2**

G.C. Ex. 301 .....	JDA0301
G.C. Ex. 302 .....	JDA0302
G.C. Ex. 303 .....	JDA0303
G.C. Ex. 304 .....	JDA0305
G.C. Ex. 305 .....	JDA0307
G.C. Ex. 306 .....	JDA0309
G.C. Ex. 308 .....	JDA0310
G.C. Ex. 309 .....	JDA0311
G.C. Ex. 310 .....	JDA0312
G.C. Ex. 311 .....	JDA0313
G.C. Ex. 312 .....	JDA0314
G.C. Ex. 313 .....	JDA0315
G.C. Ex. 314 .....	JDA0316
G.C. Ex. 315 .....	JDA0318
G.C. Ex. 316 .....	JDA0320
G.C. Ex. 317 .....	JDA0321
G.C. Ex. 318 .....	JDA0322
G.C. Ex. 319 .....	JDA0323
G.C. Ex. 320 .....	JDA0324
G.C. Ex. 321 .....	JDA0325
G.C. Ex. 325 .....	JDA0326
G.C. Ex. 326 .....	JDA0327
G.C. Ex. 331 .....	JDA0328
G.C. Ex. 332 .....	JDA0331

G.C. Ex. 334 .....	JDA0332
G.C. Ex. 335 .....	JDA0333
G.C. Ex. 336 .....	JDA0334
G.C. Ex. 337 .....	JDA0335
G.C. Ex. 338 .....	JDA0336
G.C. Ex. 339 .....	JDA0337
G.C. Ex. 340 .....	JDA0338
G.C. Ex. 342 .....	JDA0339
G.C. Ex. 345 .....	JDA0341
G.C. Ex. 348 .....	JDA0343
G.C. Ex. 353 .....	JDA0344
G.C. Ex. 356 .....	JDA0345
G.C. Ex. 360 .....	JDA0346
G.C. Ex. 361 .....	JDA0348
G.C. Ex. 362 .....	JDA0350
G.C. Ex. 363 .....	JDA0351
G.C. Ex. 367 .....	JDA0354
G.C. Ex. 368 .....	JDA0356
G.C. Ex. 369 .....	JDA0358
G.C. Ex. 370 .....	JDA0359
G.C. Ex. 371 .....	JDA0360
G.C. Ex. 372 .....	JDA0361
G.C. Ex. 373 .....	JDA0362
G.C. Ex. 375 .....	JDA0363
G.C. Ex. 378 .....	JDA0364

G.C. Ex. 383 .....	JDA0365
G.C. Ex. 388 .....	JDA0367
G.C. Ex. 392 .....	JDA0372
G.C. Ex. 393 .....	JDA0374
G.C. Ex. 395 .....	JDA0375
G.C. Ex. 401 .....	JDA0376
G.C. Ex. 404 .....	JDA0377
G.C. Ex. 407 .....	JDA0378
G.C. Ex. 411 .....	JDA0379
G.C. Ex. 413 .....	JDA0380
G.C. Ex. 417 .....	JDA0383
G.C. Ex. 420 .....	JDA0385
G.C. Ex. 424 .....	JDA0387
G.C. Ex. 431 .....	JDA0388
G.C. Ex. 435 .....	JDA0389
G.C. Ex. 440 .....	JDA0390
G.C. Ex. 442 .....	JDA0391
G.C. Ex. 450 .....	JDA0432

Selected Respondent Exhibits:

Resp. Ex. 162.....	JDA0434
Resp. Ex. 263.....	JDA0468
Resp. Ex. 347.....	JDA0472
Resp. Ex. 395.....	JDA0479
Resp. Ex. 407.....	JDA0486
Resp. Ex. 427.....	JDA0490

Resp. Ex. 437.....	JDA0493
Resp. Ex. 449.....	JDA0498
Resp. Ex. 459.....	JDA0501
Resp. Ex. 471.....	JDA0506
Resp. Ex. 552.....	JDA0511
Resp. Ex. 572.....	JDA0513
Resp. Ex. 630.....	JDA0516
Resp. Ex. 646.....	JDA0518
Resp. Ex. 651.....	JDA0521
Resp. Ex. 652.....	JDA0522
Resp. Ex. 736.....	JDA0524
Resp. Ex. 747.....	JDA0527
Resp. Ex. 748.....	JDA0536
Resp. Ex. 749.....	JDA0544
Resp. Ex. 750.....	JDA0552
Resp. Ex. 751.....	JDA0560
Resp. Ex. 752.....	JDA0568
Resp. Ex. 753.....	JDA0577
Resp. Ex. 754.....	JDA0587
Resp. Ex. 755.....	JDA0596

### **Volume 3**

Resp. Ex. 756.....	JDA0605
Resp. Ex. 758.....	JDA0612
Resp. Ex. 759.....	JDA0620

Resp. Ex. 760.....	JDA0627
Resp. Ex. 761.....	JDA0634
Resp. Ex. 762.....	JDA0636
Resp. Ex. 763.....	JDA0641
Resp. Ex. 764.....	JDA0648
Resp. Ex. 765.....	JDA0657
Resp. Ex. 766.....	JDA0662
Resp. Ex. 767.....	JDA0669
Resp. Ex. 768.....	JDA0675
Resp. Ex. 769.....	JDA0682
Resp. Ex. 770.....	JDA0684
Resp. Ex. 772.....	JDA0686
Resp. Ex. 773.....	JDA0688
Resp. Ex. 774.....	JDA0692
Resp. Ex. 775.....	JDA0697
Resp. Ex. 776.....	JDA0699
Resp. Ex. 778.....	JDA0705
Resp. Ex. 779.....	JDA0710
Resp. Ex. 796.....	JDA0712
Resp. Ex. 805.....	JDA0718
Resp. Ex. 978.....	JDA0720
Resp. Ex. 983.....	JDA0747
Resp. Ex. 984.....	JDA0762
Resp. Ex. 998.....	JDA0763
Resp. Ex. 1001.....	JDA0764

Resp. Ex. 1005.....	JDA0765
Resp. Ex. 1042.....	JDA0769
Resp. Ex. 1044.....	JDA0775
Resp. Ex. 1045.....	JDA0781
Resp. Ex. 1060.....	JDA0787
Resp. Ex. 1066.....	JDA0792
Resp. Ex. 1067.....	JDA0825
Resp. Ex. 1068.....	JDA0853

#### **Volume 4**

Resp. Ex. 1069.....	JDA0894
Resp. Ex. 1071.....	JDA0922
Resp. Ex. 1072.....	JDA0950
Resp. Ex. 1073.....	JDA0981
Resp. Ex. 1074.....	JDA1015
Resp. Ex. 1075.....	JDA1043
Resp. Ex. 1076.....	JDA1071
Resp. Ex. 1077.....	JDA1101
Resp. Ex. 1090.....	JDA1129
Resp. Ex. 1092.....	JDA1135
Resp. Ex. 1093.....	JDA1141
Resp. Ex. 1100.....	JDA1148
Resp. Ex. 1105.....	JDA1154

**Volume 5**

Resp. Ex. 1109 .....	JDA1171
Resp. Ex. 1111 .....	JDA1318
Resp. Ex. 1115(a) .....	JDA1321
Resp. Ex. 1115(e) .....	JDA1327
Resp. Ex. 1115(f) .....	JDA1335
Resp. Ex. 1115(j) .....	JDA1343
Resp. Ex. 1115(q) .....	JDA1350

## Selected Charging Party's Exhibits:

C.P. Ex. 24 .....	JDA1352
C.P. Ex. 25 .....	JDA1355
C.P. Ex. 28 .....	JDA1359

**Volume 6**Selected Pages from Transcript of Hearings  
Before Administrative Law Judge

Clifford H. Anderson.....	JDA1400
---------------------------	---------

**Volume 7**

## Administrative Law Judge Clifford H.

Anderson's May 28, 2010 Decision .....	JDA1757
--	---------

Selected Pages from News-Press' September  
23, 2010 Exceptions to the Decision of the

Administrative Law Judge .....	JDA1916
--------------------------------	---------

## Selected Pages from Charging Party's December 7,

2010 Answering Brief to Respondent's Exceptions.....	JDA1919
--	---------

Selected Pages from News-Press' January 21, 2011 Reply Brief in Support of Exceptions to the Decision of the Administrative Law Judge.....	JDA1929
NLRB's September 27, 2012 Decision and Order (358 N.L.R.B. No. 141).....	JDA1932
News-Press' October 25, 2012 Motion for Reconsideration.....	JDA2025
NLRB's May 31, 2013 Order Denying Motion for Reconsideration (357 N.L.R.B. No. 127).....	JDA2042
NLRB's March 17, 2015 Decision and Order (362 N.L.R.B. No. 26).....	JDA2048



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210  
Patton, Mark

Name Mark Patton

Pay Period Ending \_\_\_\_\_

Dept. Sports/Editorial

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		4			4	8	4	20	5660
Overtime										4							4
Vacation											8	8	4		4	24	24
Sick																	
Holiday																	
Other																	(84)

Comments Overtime: Conducted interviews on day off, necessary due to time frame

Employee Signature [Signature]

Approved [Signature]

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

12/27/08

F

005210

Patton, Mark

H

Name

Dept.

Mark Patton  
Sports / Editorial

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8	8	40			4					44	44
Vacation		4						4			4					4	8
Vacation										4	8	8	8	8	8	32	32
Sick																	
Holiday											8						8
Other																	

Comments

vacation: (mon, 12-15) - wrote column on day off so we could have a local story  
Tues, 12-23 - Researched local sports stories of the year during vacation week

Employee Signature

Approved

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name Mark Patton  
Dept. Sports / Editorial

01/10/09

F \_

005210

Pi Patton, Mark

H

DL

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	4	8		8		8		28	8	8	8	8	8			40	68
overtime					4			4						4	4	8	12
Vacation	4							4									4
Sick																	
Holiday					8			8									8
Other																	

Comments

NOTE: vacation time is from 2008 - 66 hours had been unused and carried over  
overtime: worked on sun. + Thursday of first week to make basketball practice, following week  
scheduled for extra eight hours

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

01/24/09

F

Name

Mark Patton

005210

Patton, Mark

Dept.

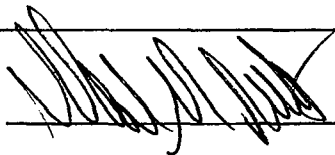
Sports / Editorial

H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8		8	8	8	8	40		8		8	8	8	8	40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Patton, Mark

Name

Mark Patton

Pay Pt H

Dept.

Sports/Editorial

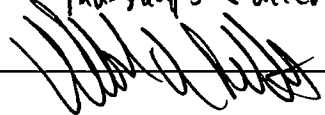
Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8		8	8	8	8	40	80
Overtime	5							5			8		4			12	17
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Overtime: SUNDAY - Travel home from UCSB Basketball game at Stockton  
 Tuesday - Came in on day off to work Brittany Page's desk shift  
 Thursday - Edited + wrote Rec Roundup page before covering basketball game at Fullerton

Employee Signature



Approved



02/21/09

Filed: 11/23/2016

Page 18 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Patton, Mark

H

Name

MARK PATTON

Pay Period Ending

Dept.

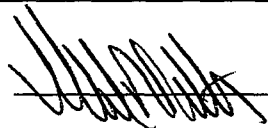
Sports / Editorial

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8		8	8	8	8	40		8		8	8	8	8	40	80
Overtime										8		3				11	11
Vacation																	
Sick																	
Holiday		8						8									8
Other																	

Comments overtime: ~~Wed~~ Thursday 2-19 - Needed to help on late desk

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

03/07/09

005210

Patton, Mark

Name Mark PattonPay P HDept. Sports/Editorial

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8		8	8	8	8	40		8		8				16	56
Overtime			8			4		12									12
Vacation																	
Sick																	
Holiday																	
Other									Death in the family - Page 17 of handbook			8	8	8	24	24	

Comments OVERTIME - Tuesday: Covered UCSB-UCIA Baseball game + wrote UCSB Basketball advance on day off.  
Friday: Wrote column, UCSB Basketball advance, + worked night desk.

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Patton, Mark

H

Name

Mark Patton

Pay Period Ending

Dept.

Sports Editorial

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8	8	40		8	8	8	8	8		40	80
Over time					5			5									5
Vacation																	
Sick																	
Holiday																	
Other																	

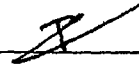
Comments

Over time: Had to write, edit and layout Rec Roundup Page before covering Big West Conference Basketball Tournament in Anaheim.

Employee Signature



Approved





\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Patton, Mark

H

Pay period ending

Name

Dept.

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Overtime													2	2		4	4
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Overtime: Thursday - Recreation Roundup in addition to regular duties  
Friday - Had to write column, cover UCSB Baseball and help on desk.

Employee Signature

Approved

04/18/09

Filed: 11/23/2016 Page 22 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

**SANTA BARBARA NEWS-PRESS**  
TIMECARD

005210

Patton, Mark

H

Name Mark Patton Pay Period Ending \_\_\_\_\_Dept. Sports Editorial Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Overtime		2			4			6						2		2	8
Vacation																	
Sick																	
Holiday																	
Other																	

Comments Overtime: (Monday): Column & Luncheon coverage; (Thursday): Covered rain-out baseball making game  
and also had to produce Rec Roundup page. (Friday): Had to help on late desk in addition to column.

Employee Signature [Signature] Approved [Signature]

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Patton, Mark

H

Name Mark Patton Pay Period Ending \_\_\_\_\_Dept. Sports/News Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
		2			4			6		2			3			5	11
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Overtime: (Mondays) - Athletic Round Table, column + help desk  
(Thursdays) - Rec Rounding page + cover night volleyball matches

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

**SANTA BARBARA NEWS-PRESS**  
TIMECARD

005210

Patton, Mark

H

Name

Mark Patton

Pay Period Ending

Dept.

Sports (Editorial)

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8		8			24	64
overtime		2			4			6					4			4	10
Vacation												8		8			16
Sick												(2008)		(2008)			
Holiday																	
Other																	

Comments

OVERTIME (Monday) Round Table luncheon + column (Thur May 7)

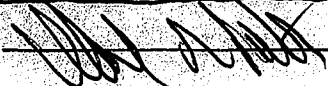
Rec Roundup Page + Hall of Fame coverage

(Thur May 14)

Rec Roundup Page + NCHA soccer st

NOTE: VACATION DAYS are carry over days from unused 2008 vacation

Employee Signature



Approved



05/30/09

005210

Patton, Mark  
H

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period:

Name: Mark Patton

Pay Period Ending: \_\_\_\_\_

Department: Sports/Editorial

Department #: \_\_\_\_\_

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only							
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday	5-17-09													
Monday	5-18	9:15 am	12:45	1:15	5:45	8	8							
Tuesday	5-19	1:30 pm	6 pm	7 pm	10:30	8	8							
Wednesday	5-20	9:30 am	5:30 pm	9 pm	11 pm	10	8	2						
Thursday	5-21	6:45 am	6:30 pm	8 pm	9:45 pm	10	8	2						
Friday	5-22	10 am	12:30 pm	1:30 pm	9 pm	10	8	2						
Saturday	5-23													
Sunday	5-24													
Monday	5-25	1:30 pm	4:30 pm					3	8			8		
Tuesday	5-26	1 pm	6 pm	6:30 pm	9:30 pm	8	8							
Wednesday	5-27	9 am	12:30 pm	1 pm	5:30 pm	8	8							
Thursday	5-28	8 am	5 pm	6 pm	11 pm	8	8	3						
Friday	5-29	10 am	2 pm	3:30 pm	7:30 pm	8	8							
Saturday	5-30													
						78	72	12	8					
						Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Employee Certification

Supervisor Approval

# Time-Off Form

## Instructions:

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name \_\_\_\_\_

Department \_\_\_\_\_ Pay Period Ending \_\_\_\_\_

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation	_____	_____	_____
<input type="checkbox"/> Sick Leave	_____	_____	_____
<input checked="" type="checkbox"/> Holiday (specify holiday below)	5/4	1	8
<input type="checkbox"/> Jury Duty	_____	_____	_____
<input type="checkbox"/> Bereavement (specify relationship below)	_____	_____	_____
<input type="checkbox"/> Other (explain below)	_____	_____	_____
TOTAL TIME OFF:	_____	_____	_____

FURTHER EXPLANATION (when required)

Employee Signature \_\_\_\_\_

Date \_\_\_\_\_

Supervisor Signature \_\_\_\_\_

Date \_\_\_\_\_

*[Handwritten Signature]*

6/1/09

Patton, Mark

H

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Mark PattonPay Period Ending: 6-13-09Department: Sports/Editorial

Department #: \_\_\_\_\_

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only							
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday	5-31-09	6 pm	10 am			4		4						
Monday	6-1-09	11 am	5:30 pm	6	9:30 pm	10	8	2						
Tuesday	6-2-09	11 am	5 pm	5:30 pm	7:30 pm	8	8							
Wednesday	6-3-09	9:30 am	12:30 pm	1 pm	6 pm	8	8							
Thursday	6-4-09	11:30 am	4 pm	4:30 pm	9 pm	9	8	1						
Friday	6-5-09	11 am	4 pm	5 pm	8 pm	8	8							
Saturday														
Sunday	6-7-09													
Monday	6-8-09	10:30 am	1:30 pm	2 pm	7 pm	8	8							
Tuesday	6-9-09	11 am	3 pm	4 pm	8 pm	8	8							
Wednesday	6-10-09	10 am	1:30 pm	2:30 pm	8 pm	9	8	1						
Thursday	6-11-09	11 am	2 pm	3 pm	10 pm	10	8	2						
Friday	6-12-09	9:30 am	1 pm	1:30 pm	6 pm	8	8							
Saturday	6-13-09													
						50	80	10						
						Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.



Employee Certification

  
 Supervisor Approval

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

06/14/08

F

Name Mark Patton

Pay

005210

Dept. Sports/Editorial

Dep

Patton, Mark  
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Overtime					4			4									4
Vacation																	
Sick																	
Holiday																	
Other																	

Comments Overtime: Staffing issues forced me to write 4 stories for Fri. June 6 edition

Employee Signature

Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

6/26/2008

F

005210

Patton, Mark

H

Name

Mark Patton

Dept.

Sports / Editorial

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8	<del>8</del>	40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature



Approved



07/12/08

F

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Patton, Mark  
H

Name Mark Patton

Dept. Sports/Editorial

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		32		8	8	8	8	8		40	80
Overtime						8		8					4			4	12
Vacation																	
Sick																	
Holiday						8		8									8
Other																	

Comments: (1) worked on 4th of July holiday will take extra pay instead of future day off  
(2) Staffing shortage due to vacations, had to fill in as editor of Rec Roundup pages

Employee Signature

Approved

SANTA BARBARA NEWS-PRESS  
TIMECARD

07/26/08

F

Name

Mark Patton

Dept.

Sports/Editorial

005210

Patton, Mark


H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8		32		8	8	8	8	8		40	72
overtime									6				4			10	10
Vacation		8						8									8
Sick																	
Holiday																	
Other																	

Comments

overtime: Sunday, conducted interviews at High School All-Star game banquet in Buell-ton  
Thursday, called in to help out on desk due to vacations.

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
 TIMECARD

Name Mark Patton  
 Dept: Sports / Editorial

08/09/08 F  
 005210  
 Patton, Mark  
 H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
overtime					4	4		8					4	4		8	16
Vacation																	
Sick																	
Holiday																	
Other																	

Comments overtime: Helping on desk due to staff shortage

Employee Signature [Signature] Approved [Signature]

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

08/23/08

F

Name Mark Patton

005210

Patton, Mark

H

Dept. Sports/Editorial

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40	8	8		8	8	8		40	80
overtime					7 1/2	6 1/2		13 1/2		4			7 1/2	6 1/2		17 1/2	30
Vacation																	
Sick																	
Holiday																	
Other																	
DT					3	2		5					3	2		5	10

Comments: overtime: working double shifts due to staff shortage

Employee Signature [Signature]Approved [Signature]



\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

09/06/08

F

005210

Patton, Mark

H

Name Mark PattonDept. Sports / Editorial

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8		8	8	8		40		8		8	8	8	8	40	80
	2				4	3		9		8	4		2	3		17	68
Vacation																	
Sick																	
Holiday									8							8	8
Other																	

Comments Overnight: Had to cover desk shifts, worked on day off (2nd Tuesday) to work on high school previews  
Holiday: wish to take the money - no time to take the day off at a later time.

Employee Signature

Approved

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name

Mark Patton

Dept.

Sports / Editorial

09/20/08

F

005210

Patton, Mark  
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8		8	8	8		40		8	8	8	8	8		40	80
Overtime	0	0.5		0.5	2	0.5		1.5			3	0.5		0.5		1.5	25
Vacation																	
Sick																	
Holiday																	
Other																	
DT		1		1		1						1		1			5

Comments

Overtime: Called in to work on the desk due to staffing shortage

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Patton, Mark  
H

Name

Mark Patton

Pay

Dept.

Sports Editorial

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
overtime	6	3	2	5 <sup>4</sup> <sub>10</sub>		7 <sup>4</sup> <sub>30</sub>		19 <sup>4</sup> <sub>40</sub>		4	2	2		6 <sup>4</sup> <sub>20</sub>		12 <sup>4</sup> <sub>20</sub>	37 <sup>31</sup> <sub>6</sub>
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature



Approved





SANTA BARBARA NEWS-PRESS  
 TIMECARD

Name Mark Patton  
 Dept. Sports / Editorial

10/18/08

F

005210

Patton, Mark  
 H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8	8	8	8			40		8	8	8	8	8		40	80
overtime	3	2	3		6 <sup>24</sup>	4		16 <sup>24</sup>		4	4		2	4		14	30/2DT
Vacation																	
Sick																	
Holiday																	
Other																	

Comments overtime: Lack of copy editors and page designer has forced me to work double shifts. Also, on Saturday, covered soccer match on day off

Employee Signature [Signature] Approved [Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/01/08

F

005210

Patton, Mark  
H

Name

Dept.

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
over time				4	6			10				5	5	5		15	25
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

over time comments on back

Employee Signature

Approved

Overtime

Thursday, 10-23-08 - Prepared story Budgets, wrote and edited Rec Roundup page, wrote featured sports column, helped take coaches' calls

Friday, 10-24-08 - Prepared story Budgets, wrote featured sports column covered Dos Equis - San Marcos football game, helped take coaches' calls

Weds., 10-29-08 - Covered Big West Conference basketball meet in Irvine, wrote story, wrote featured sports column

Thurs., 10-30-08 - Prepared story Budgets, wrote and edited Rec Roundup page, covered Bishop Diego - Santa Clara football game

Friday 10-31-08 - Prepared story Budgets, wrote featured sports column, helped page layout, covered Carpinteria - Northridge football game.



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/15/08

F

005210

Patton, Mark

H

Name Mark Patton  
Dept. Sports/Editorial

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8	4	40		8	8	8	8	8		40	80
overtime				3	3	4	4	14		4			6 <sup>H</sup> <sub>2DT</sub>	4		12 <sup>H</sup> <sub>2DT</sub>	28/2DT
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Overtime comments on back

Employee Signature

Approved

Overtime

Nov. 5 - Wrote column, helped with copy editing and covered night-time UCSB mens soccer match.

Nov. 6 - Produced Recreation Roundup pages, covered UCSB Basketball media Day and covered UCSB women's soccer playoff match.

Nov. 7 - wrote column, helped with copy editing in sports section, covered Carpinteria High football game.

Nov. 8 - Covered UCSB mens Basketball game on day off.

Nov. 10 - covered Athletic Round Table press luncheon, wrote column and helped with copy editing.

Nov. 13 - Edited week and produced Recreation Roundup pages, wrote column and covered Dos Pueblos playoff volleyball match, plus power outage delays.

Nov. 14 - Edited pages, wrote column and covered UCSB Basketball game.



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/29/08

F

005210

Name Mark Patton  
Dept. Sports / Editorial

Pay Patton, Mark  
H

Dep.



Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8		8		8	8	32	72
Overtime	3	4	4		3	5		19								0	19
Vacation																	
Sick																	
Holiday													8			8	8
Other																	

Comments

Employee Signature

Approved

Overtime

Sunday - Nov 16 - wrote UCSB basketball feature advance in day off.

Monday, Nov 17 - wrote feature column on the effect of the Ten Five on Westwood College athletics while also handling story budgets and covering ~~the~~ UCSB vs Utah State Basketball game

Tuesday, Nov 18 - Inbringland wrote feature on UCSB's sixth-year star on the men's and women's basketball team while also covering and writing up Thursday Bowl press ~~story~~ conference.

~~Wednesday, Nov 19 - wrote feature on the UCSB vs Utah State Basketball game~~

Thursday, Nov 20 - wrote and edited Recreation Roundup section, got interviews and wrote feature advance for UCSB basketball game against North North Carolina

Friday, Nov 21 - worked from 9 am to 6 pm compiling story budgets, editing wire service copy, writing featured column and covering UCSB's men's basketball game against North Carolina.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name JAMES CHEN Pay Period Ending 6-14-08  
 Dept. NEWS Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8.0	8.0		8.0	8.0	32 86	8.0	8.0	8.0	8.0	8.0			40	76.0 172 1/2
Vacation																	
Sick					8.0			8.0									8.0
Holiday																	
Other																	

Comments

Employee Signature

Approved

SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY  
Page 42 of 290

6/26/2008  
005210  
Cheng, James  
H

F

Name JAMES CHENG  
Dept. NEWS

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked					8.0	8.0	8.0	24			8.0		8.0	8.0	8.0	32	56
						*		1						1.5			2.5
Vacation																	
Sick			8.0	8.0				16				8.0				8.0	24.0
Holiday																	
Other																	

Comments \* staff shortage, Computer problems

Employee Signature

Approved



Approved

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

07/26/08

F

005210

Cheng, James  
H

Name JAMES CHENG

Dept. \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		9.0	9.5	12.5	8.0	10.5	10	59.5		12.5	9.75	8.0	16.0	9.5		49.75	109.25
		1.5	1.5	4		2.5	10	19		4	1.75		1.5			9.25	28.25
Vacation																	
Sick																	
Holiday																	
Other																	
DT				.5						.5							1 DT

Comments \_\_\_\_\_

Employee Signature \_\_\_\_\_

Approved \_\_\_\_\_



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

08/09/08

F

005210

Cheng, James  
H

Name JAMES CHENGDept. NEWS

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.5	9.0	10.25	8.0	9.0		44.75		8.5	9.0	9.0	9.5	8.0		44	88.75
		.5	1	2.25		1		4.75		.5	1	1	1.5			4	8.75
Vacation																	
Sick																	
Holiday																	
Other																	

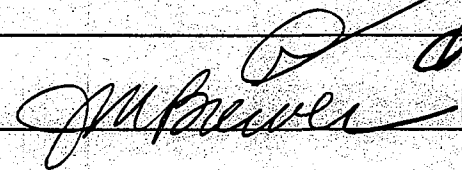
Comment

~~NOT EXPLANED~~

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

08/23/08

F

005210

Cheng, James

H

Name JAMES Cheng

Dept. \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8 9.0	8 9.0	8 9.5				24 22.5		8 9.5	8 9.0	8 8.5	8 9.0	8 9.0		40 44	21.5 64
		1	1	1.5				3.5		1.5		1.5	1	1		4	7.5
Vacation					8.0	8.0		16.0									16
Sick																	
Holiday																	
Other																	

OT - exp!

Comments \_\_\_\_\_

Employee Signature [Signature]Approved [Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

09/06/08

F

005210

Cheng, James  
H

Name JAMES CHENGDept. NEWS

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.0	8.5	9.0	8.5	8.0		40		8.5	8.0	9.0	8.0	8.0		41.5	83.5
		1/2	1	1/2				2		8 1/2	1					9 1/2	11 1/2
Vacation																	
Sick																	
Holiday										8							8
Other																	

Comments

Employee Signature

Approved

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

09/20/08

F

005210

Cheng, James  
H

Name

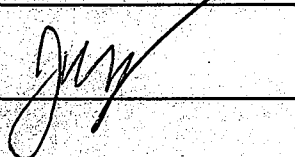
James Cheng

Dept.

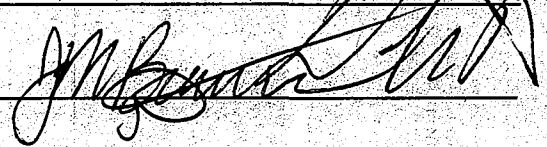
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		9.0	8.5	8.5	8.0	9.0		42	8.5	8.0	9.0	8.5	8.0	8.5		50.5	92.5
		1	.5	.5		1		3	8.5		1	.5		.5		10.5	13.5
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS PRESS  
TIMECARD

005210

Cheng, James  
H

Name JAMES CHENG

Pay

Dept. \_\_\_\_\_

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.0	8.5	8.0	8.0	8.5		44.0		8.0	8.0	8.0	10.0	8.0		42.0	86.0
			.5			.5		1			1		2			3	4
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

OT - late 8 hrs Tue 10/1

Employee Signature



Approved





SANTA BARBARA NEWS-PRESS  
TIMECARD

10/18/08

F

005210

Cheng, James  
H

Name JAMES CHENG

Dept. \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.0	8.0	8.5	8.0			32.5		8.0	8.0	8.5	8.5	8.0		41	73.5
				.5				.5				.5	.5			1	1.5
Vacation																	
Sick					8.0												8.0
Holiday																	avail
Other																	

OT exp.

Comments

Employee Signature

Approved

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/01/08

F

005210

Cheng, James  
H

Name JAMES CHENG

Dept. NEWS

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.5	8.0	8.0	8.5	11.5		44		8.0	8.0	8.5	8.0	8.0		40.5	44.580
		1.5			1.5	0.35		4.5				1.5				1.5	5
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

HELPED PAUL W. VICKIE ON VACATION

Employee Signature

*[Signature]*

Approved

*[Signature]*  
*[Signature]*

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/15/08

F

005210

Cheng, James  
HName JAMES CHENGDept. NEWS

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8.0	8.5	8.0	8.0	8.0	8.5		40		8.0	8.0	8.5	10.0	8.0		42.5	91.580
	1/2	1/2				1/2		9				1/2	2			2 1/2	11 1/2
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Approved



SANTA BARBARA NEWS-PRESS  
TIMECARD

11/29/08

F

005210

Cheng, James

H



Name JAMES CHENG

Dept. NEWS

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.0	8.0	8.5	8.0	8.5	4	40	8.0	8.5	8.0	8.0	8.0	8.0		32	48.5
				1/2		1/2		1	8	1/2			8			16 1/2	17 1/2
Vacation																	
Sick																	
Holiday												8.0					8.0
Other																	

Comments \*O.T. TO COVER FOR VACATION

Employee Signature

*[Handwritten Signature]*

Approved

*[Handwritten Signature]*

SANTA BARBARA NEWS-PRESS  
 TIMECARD



Cheng, James

Name JAMES CHENG Pay Period Ending \_\_\_\_\_

Dept. \_\_\_\_\_ Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.0	8.0	8.5	8.0	8.5		40	8.5	8.5	8.0	8.5	8.5	8.0		50	91.0
				1/2		1/2		1	8 1/2	1/2		1/2	1/2			10 1/2	11
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

*[Signature]*

Approved

*[Signature]*

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

12/27/08

F

005210

Cheng, James

H

Name James Cheng

Dept. \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.5	8.0	9.0	8.0	8.5		40		8.0	8.0	8.0	8.0	8.0		48	82.72
		1/2		1		1/2		2					8				10
Vacation																	
Sick																	
Holiday													8.0				8.0
Other																	

Comments \_\_\_\_\_

Employee Signature \_\_\_\_\_

Approved \_\_\_\_\_

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

01/10/09

F

005210

Name JAMES CHENGP Cheng, James  
H

Dept. \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.0	8.0	8.5	8.0	8.5		41		8.5	8.5	9.5	8.0	8.0		42.5	83.9
				1/2	8	1/2		9								2 1/2	11 1/2
Vacation				1/2													
Sick				1/2													
Holiday					8.0												8.0
Other																	

Comments

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

01/24/09

F

005210

Name

James CHENG

Cheng, James

Dept.

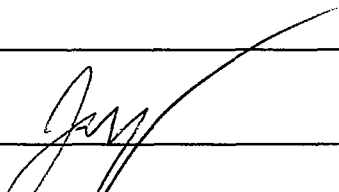
NEWS

H

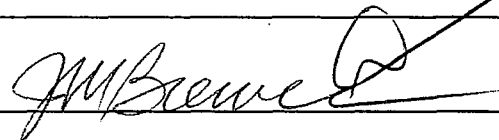
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.0	8.0	8.0	8.0	8.0		40		8.0	8.0	8.0	8.0	8.0		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature



Approved



02/07/09

Filed: 11/23/2016

Page 58 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Cheng, James

H

Name JAMES CHENG Pay Period Ending \_\_\_\_\_Dept. Copy Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.75	8.75	8.75	8.0	8.5		40		8.5	11.5	8.0	8.0	8.0	8.0	10.5	94.25
		7.75	7.75	7.75		.5		27.5		.5	3.5				8	12	14.75
Vacation																	
Sick																	
Holiday																	
Other																	

Comments Joe Vac coverage

Employee Signature

Approved

02/21/09

Filed: 11/23/2016

Page 59 of 290

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Cheng, James

H

Name JAMES CHENG Pay Period Ending \_\_\_\_\_Dept. copy desk Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.75	8.75	8.75	8	8.5		42.75		8.5	8.75	8.5	8.0	8.0		42.25	85.072
		3/4	3/4	3/4		1/2		2 3/4		8 1/2	3/4	1/2				9 3/4	12 1/2
Vacation																	
Sick																	
Holiday										8.5							8.5
Other																	

Comments \_\_\_\_\_

Employee Signature

Approved

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SAN TA BARBARA NEWS-PRESS  
TIMECARD

005210

Cheng, James

H

Name

JAME CHENG

Dept.

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		9.0	-	9.0	8.5	8.5		32		9.0	9.0	8.5	10.5	8.0	8.0	40	87.2
		1		1	1/2	1/2		3		1	1	1/2	2 1/2		8	13	16
Vacation																	
Sick			8					8									8
Holiday																	
Other																	

NO OT  
expl.

Comments

Employee Signature

Jm

Approved

Jm Brewer



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

03/21/09

F

005210

Cheng, James

H

Name

JAMES CHENG

Pay Period Ending

Dept.

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		9.0	9.0	9.0	8.5	9.0		40		8.5	9.0	9.5	9.0	8.0		40	80
		1	1 1/2	1	1/2	1		5		1/2	1	1 1/2	1			4	9
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

James Cheng

Approved

James Cheng

04/04/09

Filed: 11/23/2016

Page 62 of 290

005210

Cheng, James

H

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name JAMES CHENGPay Period Ending 4.4.09Dept. NEWS

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		9.0	9.5	8.5	8.5	8.0		<del>43.5</del>									<del>43.5</del> 40
		1	1 1/2	1/2	1/2			3 1/2									3 1/2
Vacation										8.0	8.0	8.0	8.0	8.0		40	40
Sick																	
Holiday																	
Other																	

Comments \_\_\_\_\_

Employee Signature JayApproved Jim Buehler

04/18/09

Filed: 11/23/2016

Page 63 of 290

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Cheng, James

H

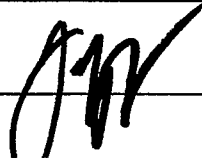
Name JAMES CHENG Pay Period ending \_\_\_\_\_

Dept. \_\_\_\_\_ Dept. # \_\_\_\_\_

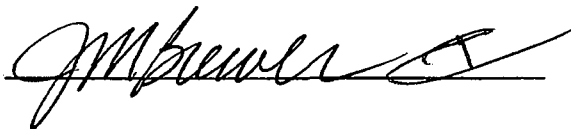
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		9.0	9.0	8.5		8.5		32		8.5	8.5	8.5	8.0	8.0		40	72
		1	1	1/2		1/2		3		1/2	1/2	1/2				1 1/2	4 1/2
Vacation																	
Sick					8.0		8.0										8.0
Holiday																	
Other																	

Comments \_\_\_\_\_

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Cheng, James

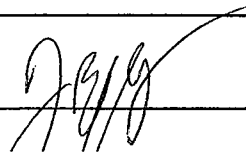
H

Name JAMES CHENG Pay Period Ending \_\_\_\_\_Dept. NEWS Dept. # \_\_\_\_\_

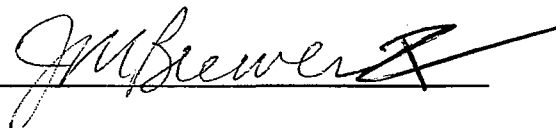
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.5	9.0	9.0	8.0	9.0		44.5		10	10	10.5	8.5	8.0		40	41.5
			Large section					4 1/2			Joe out	Break news				7	11 1/2
Vacation					Break news					covering							
Sick										wire service							
Holiday										for Dale							
Other																	

Comments \_\_\_\_\_

Employee Signature



Approved



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Cheng, James

H

Name James, Cheng

Pay

Dept. \_\_\_\_\_

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		1	1 1/2	1/2	1 1/4	1		6 1/4		1/2	1/2	1 1/4	1/2			23 1/4	9 OT
	9 1/2	8 0	9 1/2	9 1/2	9 1/2	9 1/2		46 25		8 1/2	8 1/2	9 1/2	9 1/2			32	72
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

BIRTHDAY DAY OFF - JUNE 1

Employee Signature

Approved

05/30/09  
005210Cheng, James  
H

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: James Cheng

Pay Period Ending: \_\_\_\_\_

Department: \_\_\_\_\_

Department #: \_\_\_\_\_

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only							
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday														
Monday	5/18	3:00	4:30	5:00	12:00	8.5	8	1/2						
Tuesday	5/19	2:30	5:00	5:30	11:00	10.0	8	2						
Wednesday	5/20	2:30	7:00	7:30	12:15	9.25	8	1/4						
Thursday	5/21	2:45	6:00	6:30	12:15	9.0	8	1						
Friday	5/22	3:00	7:30	8:00	11:30	8.0	8							
Saturday														
Sunday														
Monday	5/25	2:30	4:30	5:00	11:45	8.75	8	3/4						
Tuesday	5/26	2:30	5:00	5:30	11:00	10.0	8	2						
Wednesday	5/27	2:30	8:30	9:00	12:30	9.5	8	1/2						
Thursday	5/28	2:30	7:00	7:30	11:45	8.25	8	1/4						
Friday	5/29	2:30	6:00	6:30	11:30	8.0	8	1/2						
Saturday					12:00									
							72	17 3/4						
Total							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Employee Certification

Supervisor Approval

# Santa Barbara News-Press

## Time-Off Form

**Instructions:**

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name \_\_\_\_\_

Department \_\_\_\_\_ Pay Period Ending \_\_\_\_\_

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation	_____	_____	_____
<input type="checkbox"/> Sick Leave	_____	_____	_____
<input type="checkbox"/> Holiday (specify holiday below)	_____	_____	_____
<input type="checkbox"/> Jury Duty	_____	_____	_____
<input type="checkbox"/> Bereavement (specify relationship below)	_____	_____	_____
<input type="checkbox"/> Other (explain below)	_____	_____	_____
TOTAL TIME OFF:		_____	_____

**FURTHER EXPLANATION** (when required)

OT: JDR Brewer on VAC

Employee Signature \_\_\_\_\_

Date \_\_\_\_\_

Supervisor Signature \_\_\_\_\_

Date \_\_\_\_\_

06/13/09

005210

Cheng, James  
H

F

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name:

JAMES CHENG

Pay Period Ending:

6/12/09

Department:

COPY DESK

Department #:

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only							
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday														
Monday	06/01	2:30	5:30	6:00	11:30	8.5	8	1/2						
Tuesday	06/02	2:30	6:00	6:30	12:00	9.0	8	1						
Wednesday	06/03	2:45	7:30	8:00	12:00	8.25	8	1/4						
Thursday	06/04	2:45	5:00	5:30	11:45	8.5	8	1/2						
Friday	06/05	3:00	5:30	6:00	11:30	8.0	8							
Saturday														
Sunday														
Monday	6/8	2:30	4:00	4:30	12:00	8.5	8	1/2						
Tuesday	6/9	2:45	6:00	6:30	12:15	8.5	8	1/2						
Wednesday	6/10	2:00	7:00	7:30	11:45	8.25	8	1/4						
Thursday	6/11	2:45	6:00	6:30	11:30	8.75	8	3/4						
Friday	6/12	2:30	5:00	5:30	11:30	8.0	8							
Saturday														
I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.							80	4 1/4						
Total							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

Employee Certification

Supervisor Approval



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

USCA Case #15-1074 Document #1547660

Filed: 11/23/2016

FOR PAYROLL USE ONLY

Page 69 of 290

SANTA BARBARA NEWS-PRESS  
TIMECARD

06/14/08

F

005210

Eliason, John  
H

Name MIKE ELIASON

Pay Pe

Dept. PHOTO

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8 <sup>(A)</sup>		40 <sup>(A)</sup>		8	8	8	8 <sup>(A)</sup>	8 <sup>(A)</sup>		40 <sup>(A)</sup>	80
						.5		.5					2	1.5		3.5	4
Vacation																	
Sick																	
Holiday																	
Other																	

Comments (A) PONTIAC VALLEY GRANTON (B) LA CUESTA GRANTON/HZ (C) SAN MARCOS GRANTON/COURT SM

Employee Signature

Approved

6/26/2008

005210

Name ELIASON, John

Dept. H

BARBARA NEWS-PRESS  
TIMECARD

Pay Period Ending 6-28-08

Dept. # 507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8 <sup>①</sup>	8 <sup>②</sup>	8 <sup>③</sup>	8		40		8	8	8 <sup>④</sup>	8	8 <sup>⑤</sup>	8 <sup>⑥</sup>	40	80
			4	.5	3			7.5				.5		.5	8		16.5 OT
Vacation																	
Sick																	
Holiday																	
Other																	

Comments ① FORESTERS/BOOK SIGNING LOMPOC ② FORESTERS ③ ROLLER LAUNCH ④ FORESTERS ⑤ FORESTERS ⑥ MORRIS COVERAGE

Employee Signature

Approved

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Eliason, John

H

Name MIKE ELIASON

Pa

Dept. photo

Dept. # 507

4m 40

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8 <sup>1</sup>	8	12 <sup>6</sup>	17 <sup>6</sup>	13 <sup>6</sup>	13 <sup>6</sup>	10 <sup>6</sup>	81	8 <sup>6</sup>	8	5	8	8	8	OFF TEAM!	40	+2680
			4	4 5-DT	4 1-DT	12 1-DT	10	34 7-DT								5	39/7
Vacation																	
Sick											3					3	3
Holiday						8											8
Other																	

Comments 02 COVER MORGAN'S NAVY DUTY / ABCDE = GAP FIRE / FOURTH OF JULY WORK

Employee Signature

Approved

37

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

07/26/08

F

005210

Eliason, John

H

Name MIKE ELIASONDept. PHOTO

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		41 40	8	8						16	57 54
			1					1									1
Vacation												8	8	8		24	24
Sick																	
Holiday																	
Other																	
																	81

Comments @ 5<sup>30</sup> FINGERPRINT

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

08/09/08

F

005210

Eliason, John  
H

Name Mike EliasonDept. Photo

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
				4		4		8				1				1	89
Vacation																	89
Sick																	
Holiday																	
Other																	

Comments (A) FIESTA PERUANA (B) FIESTA Nuevas de Loma (C) HABITAT 4 Humanity

Employee Signature [Signature]Approved [Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

**SANTA BARBARA NEWS-PRESS**  
TIMECARD

08/23/08

F

005210

Eliason, John  
HName MIRE ELIASONDept. PHOTO

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT					3 <sup>(A)</sup>			3									3
Vacation																	
Sick																	
Holiday																	
Other																	

Comments (A) N/S (lightning)

Employee Signature

Approved

83



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

09/06/08

F

Name MIKE ELIASON

005210

Eliason, John  
HDept. Photo

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40 <sup>32</sup>			8	8	8	8	8	32 <sup>15</sup>	69 <sup>69</sup>
Vacation																	
Sick		8						8								8	8
Holiday									8							8	8
Other																	80 <sup>82</sup>

Comments

① DELTA II LUNCH / meal

Employee Signature

Approved



\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

09/20/08

F

005210

Eliason, John

H

Name MIKE ELIASONDept. PHOTO

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8 <sup>ⓐ</sup>	8	8		40		8	8	8	8	8	4 <sup>ⓐ</sup>	40	80
				2			5 <sup>ⓐ</sup>	7						4 <sup>ⓐ</sup>	3 <sup>ⓐ</sup>	7 <sup>ⓐ</sup>	14 <sup>ⓐ</sup>
Vacation																	
Sick																	
Holiday																	
Other																	
																	94 <sup>ⓐ</sup>

Comments (A) GOLETA COUNCIL FORUM (B) FBALL / SANDCASTLE (C) FOOTBALL / DANISH DAYS (D) DANISH DAYS

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

10/04/08

005210

Eliason, John

H

Name MIKE ELIASON

Pay . . . . .

Dept. PHOTODept. # 507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT						4 <sup>(A)</sup>	8 <sup>(B)</sup>	12	3 <sup>(C)</sup>	1 1/2 <sup>(D)</sup>		4 <sup>(E)</sup>	2 <sup>(F)</sup>	4 <sup>(G)</sup>	1 1/2 <sup>(H)</sup>	28.5	38 1/2
Vacation																	
Sick																	
Holiday																	120.5
Other																	148.5
TOTAL																	269

Comments (A) DP FOOTBALL (B) soccer/cheff/CL FOOTBALL (C) LOS ANGELES DASH (D) SANTA BARBARA TEEN CENTER (E) 3<sup>RD</sup> DIST / GOLF LAKE / FORUM (F) ED HARRIS AWARDS  
(G) SBHS FOOTBALL (H) CHUMASH POW/WOV - DOQREES BASEBALL

Employee Signature Mike EliasonApproved [Signature]

SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY

10/18/08

F

005210

Eliason, John  
H

Name MIKE ELIASON

Dept. PHOTO

Dept. PHOTO

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
		1 1/2				4 1/2		5									5
Vacation																	
Sick																	
Holiday																	
Other																	85

Comments (A) SAN MARCOS FOOTBALL RECEPTION (B) Lompoc Football

Employee Signature [Signature]

Approved [Signature]

SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY  
Page 79 of 290

11/01/08

005210

Eliason, John  
H

Name Mike ELIASON  
Dept. Photo

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8				24									24
																	2
Vacation					8	8		16		8	8	8	8	8		40	56
Sick																	
Holiday																	
Other																	
O.T.		2														2	7

Comments O.T. 11/1/08 Campoc Haunted House For Life.

10/17/08  
Employee Signature [Signature]

Approved [Signature]

**From:** Mike Eliason <mikeeliason@mac.com>  
**Subject:** Mike's timecard  
**Date:** October 29, 2008 9:52:47 PM PDT  
**To:** photo@newspress.com

Raf-

Here's the info for my timecard. Sorry I didn't fill it out before I left.

20	21	22	23	24	27	28	29	30	31
M	T	W	TH	F	M	T	W	TH	F

8 8 8

Total 24 hrs

REGULAR 56 hrs VACATION

8 8 8 8 8 8 8

2\* OT

V V V V V V V

\*Total 2

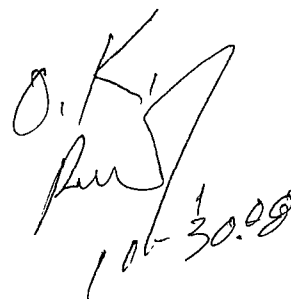
hrs OVERTIME from that Friday of the Lompoc Haunted House

that was not put on the timecard.

Confused? Call me on my cell if you have any questions. 245-8170.

Take Care.

Mike



SANTA BARBARA NEWS-PRESS  
TIMECARD

11/15/08

005210

Eliason, John  
H

F

Name MIKE ELIASON

Dept. PHOTO

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT			2 <sup>(A)</sup>			2 <sup>(B)</sup>		4			3 <sup>(C)</sup>		1/2 <sup>(D)</sup>	7/4 <sup>(E)</sup> 3DT		10 1/2	14 1/2 11/20 3DT
Vacation																	
Sick																	
Holiday																	
Other																	
																	94 1/2

Comments (A) ELECTION NIGHT (B) SBHS FOOTBALL (C) SONS VERNI (D) SYMPO PLO (E) TEA FIRE

Employee Signature

Approved

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/29/08

F

005210

P: Eliason, John  
H



Name MIKE ELIASON

Dept. photo

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8		8		32	72
OT				2 <sup>ⓐ</sup>		4 <sup>ⓑ</sup> 2-DT		6-OT 2-DT		1 <sup>ⓒ</sup>		2 <sup>ⓓ</sup>				43	90T 22DT
Vacation																	
Sick																	
Holiday													8			8	8
Other																	

Comments (A) TEA FILE NO LUNCH / SBHS VS ALL (B) DAY SHIFT & FOOTBALL IN THOUSAND OAKS (C) MARIANE KIA VISIT (D) TEA FILE POSSIBLE FLOOD / NO LUNCH / EARLY START  
LATE ASSIGNMENT

Employee Signature

*[Signature]*

Approved

*[Signature]*



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD



005210

Eliason, John

F  
HName MIKE ELIASON

Pa, \_\_\_\_\_

Dept. photoDept. # 507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8		32		8	8	8	8	8		40	72
OT					3 <sup>(A)</sup>	1 <sup>(B)</sup>		4				3 <sup>(C)</sup>	3 <sup>(D)</sup>	3 <sup>(E)</sup>		9	13
Vacation																	
Sick		8					8										8
Holiday																	
Other																	
																	93

Comments (A) SMARA ASSIGNMENT SLUGIA (B) SOLVING XMAS TREE (C) SM/INSTRUMENT HOOPS (D) ST. WARS STING (E) SM HOOPS

Employee Signature [Signature]Approved [Signature]

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

12/27/08

005210

F

Name MIKE ELIASON

P: Eliason, John

H

Dept. photoDept. #     

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		4	3	8	8	8	3	31									31
OT				3 <sup>A</sup>				3									3
Vacation										8	8	8		8		32	32
Sick		4	5					9									9
Holiday													8			8	8
Other																	
																	83

Comments <sup>(A)</sup> UCSB BASKETBALL

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

**SANTA BARBARA NEWS-PRESS**  
TIMECARD

01/10/09

F

005210

Name MIKE ELIASONP Eliason, JohnDept. photo24 1/2 OT  
4-DT

H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		32		8	8	8	8	8		40	72
OT		4 <sup>(A)</sup>	4 <sup>(B)</sup>	1 <sup>(C)</sup>	1 <sup>(D)</sup>	4 <sup>(E)</sup>		20.5			4 <sup>(F)</sup>	4 <sup>(G)</sup>		4 <sup>(H)</sup>	3 <sup>(I)</sup>	15	39 1/2 OT
Vacation																	
Sick																	
Holiday																	
Other																	

Comments SEE REVERSE FOR INFO

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

01/24/09

F

005210

Name MIKE ELIASONPay Eliason, JohnDept. photo

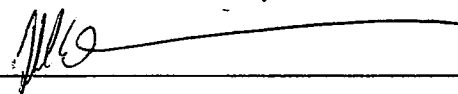
H

Dep. \_\_\_\_\_

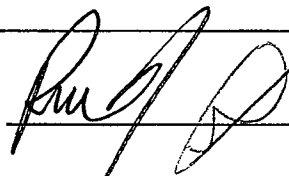
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40			8	8	8	8		32	72
OT	1 1/2 <sup>(A)</sup>	4 <sup>(B)</sup>	4 <sup>(C)</sup>	4 <sup>(D)</sup>				13 1/2			4 <sup>(E)</sup>	4 <sup>(F)</sup>	4 <sup>(G)</sup>	4 <sup>(H)</sup>		16	29 1/2
Vacation																	
Sick																	
Holiday									8*						8	8	
Other																	

Comments \* for working New Year's Day / taking holiday

Employee Signature



Approved



- (A) inauguration photo Lompoc
- (B) Lompoc Basketball
- (C) San Marcos Basketball
- (D) UCSB Basketball
- (E) Westmont Basketball
- (F) SBCS Basketball
- (G) UCSB Basketball
- (H) SBIFF Fest

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Eliason, John

H

Name MIKE ELIASONPay Period ending 11/23/16Dept. PhotoDept. # 507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
			1 <sup>(A)</sup>	1 <sup>(B)</sup>	4 <sup>(C)</sup>	4 <sup>(D)</sup>		10-OT 1/2-DT				3 <sup>(E)</sup>	4 <sup>(F)</sup>			7	17 1/2 DT
Vacation																	
Sick																	
Holiday																	
Other																	

Comments <sup>(A)</sup> LIFE ASKN <sup>(B)</sup> LIFE ASIGN <sup>(C)</sup> SBIFF <sup>(D)</sup> SYHSSPTS <sup>(E)</sup> MAA LUNCH <sup>(F)</sup> USB SPTS

Employee Signature

Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Eliason, John

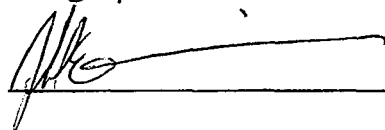
H

Name MIKE ELIASONPay Period Ending                     Dept. PHOTODept. # 507

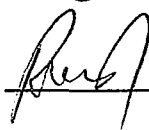
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8	<del>8</del>	40		<del>8</del>	8	8	8	8		32	72
		1 <sup>(A)</sup>	1/2 <sup>(B)</sup>	4 <sup>(C)</sup>	3 <sup>(D)</sup>	2 <sup>(E)</sup>		10.5			1 <sup>(F)</sup>	4 <sup>(G)</sup>	2 <sup>(H)</sup>	3 <sup>(H)</sup>		8 10 10.5 20.5	
Vacation																	
Sick																	
Holiday										8						8	8
Other																	<u>9 10.5</u>

Comments <sup>(A)</sup> RAIN/SNOW <sup>(B)</sup> SPTS SOCCER <sup>(C)</sup> SPTS BKN <sup>(D)</sup> SCENE/SPTS <sup>(E)</sup> SNOW/SPTS <sup>(F)</sup> NCOUNTY ASSIGN <sup>(G)</sup> LOPPEL BKN <sup>(H)</sup> AMGEN EVENTS

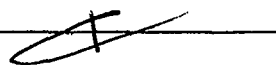
Employee Signature



Approved



<sup>(1)</sup> Cafeteria - Las Atenas



03/07/09

Filed: 11/23/2016

Page 90 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Eliason, John

Name MIKE ELIASONPay HDept. PHOTODept. # 507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	<del>8</del> <sup>A</sup>	8	8	8	8	8		40		8	8	8	8	8		40	80
OT	2	1 <sup>B</sup>	3 <sup>C</sup> <sub>1/2</sub>			3 <sup>D</sup>	8 <sup>E</sup>	17.5	2 <sup>F</sup>	1 <sup>G</sup>			4 <sup>H</sup>		3 <sup>I</sup>	10	27.5
Vacation																	
Sick																	
Holiday																	
Other																	107.5

Comments <sup>A</sup> WILDLIFE MUSEUM <sup>B</sup> NO LCH HQ <sup>C</sup> VAPB LAUNCH <sup>D</sup> NO LCH ABDUCTION/COVER ASSIGNMENTS <sup>E</sup> 2 UCSB games <sup>F</sup> UC TEN  
<sup>G</sup> NEWT GINGRICH <sup>H</sup> GLOB BEN <sup>I</sup> JLOB BEN \* Rafael on VAC for 2-wks

Employee Signature [Signature]Approved [Signature]

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

03/21/09

F

005210

Eliason, John

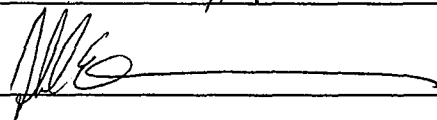
H

Name MIKE ELIASONPay Period Ending 3 - 1 - 1Dept. PHOTODept. # 507

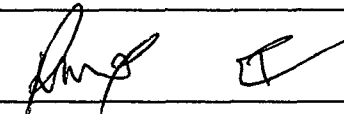
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8	8 <sup>1</sup>	40									40
OT							8 <sup>1</sup>										8
Vacation										8	8	8	8	8		40	40
Sick																	
Holiday																	
Other																	
																	88

Comments ① BIG WEST ANHEIM/FN

Employee Signature



Approved



005210

Eliason, John

H

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name MIKE ELIASONPay Period Ending 4-4-09Dept. PHOTO

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT				2 <sup>(A)</sup>			10 <sup>(B)</sup>	12	2 <sup>(C)</sup>		1 <sup>(D)</sup>		2 <sup>(E)</sup>			17.5	17
Vacation																	
Sick																	
Holiday																	
Other																	

Comments (A) SYUBAIL (B) HUMANE SOCIETY AWARDS BUILLS (C) TREE PLANT (D) NO LUNCH HR (E) SYUBAIL

Employee Signature Approved 

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

**SANTA BARBARA NEWS-PRESS**  
TIMECARD

04/18/09  
005210  
Eliason, John  
H

Name MIKE ELIASON

Pay Pe

Dept. PHOTO

Dept. # 507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8	4	40	80
OT	2 <sup>(A)</sup>	1 <sup>(B)</sup> 1/2									2 <sup>(C)</sup>				4 <sup>(D)</sup>	6	9.5
Vacation																	
Sick																	
Holiday																	
Other																	
																	89.5

Comments (A) MTN LON (B) ISLAND TRIP EARLY START/LATE IN (C) DP VBAII (D) STOCKDAMP COMMIS

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Eliason, John

H

Name MIKE ELIASONPay Period Ending 11/23/09Dept. PHOTODept. # 507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT		2 <sup>(A)</sup>	2 <sup>(B)</sup>			2 <sup>(C)</sup>		6									6
Vacation																	
Sick																	
Holiday																	
Other																	
																	(86)

Comments (A) 8 AM COMPOC / PAMMADLE MTG-5<sup>3</sup> (B) VBAI / CTRP (C) ADAM LAMA 7 AM STMT / BASEBALL SCANS

Employee Signature

Approved



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

USCA Case #15-1074 Document #1647660

05/16/09 Filed: 11/23/2016 Page 95 of 290

SANTA BARBARA NEWS-PRESS  
TIMECARD

05/16/09

005210

Eliason, John

H

Name MIKE ELIASON

Pay Peric

Dept. PHOTO

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT			5 1/2 <sup>(A)</sup>	5 <sup>(B)</sup>	10 <sup>(C)</sup>			20.5									20.5
Vacation																	
Sick																	
Holiday																	
Other																	

Comments <sup>(A)</sup> JESUSITA FIRE NO LCH <sup>(B)</sup> JESUSITA FIRE NO LCH <sup>(C)</sup> JESUSITA FIRE NO LCH START 6<sup>A</sup>-12 MID

Employee Signature

Approved

05/30/09

005210

Eliason, John  
H

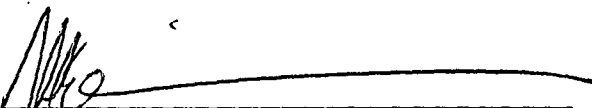
## Santa Barbara News-Press Timesheet

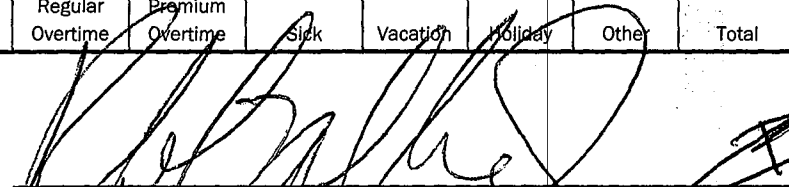
Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: MIKE ELIASONPay Period Ending: 5-30-09Department: PHOTODepartment #: 507

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only							
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday														
Monday														
Tuesday														
Wednesday														
Thursday														
Friday														
Saturday														
Sunday														
Monday	5/25													
Tuesday	5/26	9	1300	1400	6	8	8							
Wednesday	5/27	9	1	2	6	8	8							
Thursday	5/28	9	12	1	6	8	8							
Friday	5/29	11	2	3	8	8	8							
Saturday														
						32	32					40	8	
						Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

  
Employee Certification

  
Supervisor Approval

# Santa Barbara News-Press

## Time-Off Form

**Instructions:**

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name

JOHN M ELIASON

Department

PHOTO

Pay Period Ending

5-30-09

REASON

DATE(S)

# OF DAYS

# OF HOURS

☒ Vacation

(5) 18, 19, 20, 21, 22

5

40

☐ Sick Leave☒ Holiday

(specify holiday below)

5/25

1

8

☐ Jury Duty☐ Bereavement

(specify relationship below)

☐ Other

(explain below)

TOTAL TIME OFF:

40 VACATION 8 HOLIDAY

6

48

FURTHER EXPLANATION (when required)

(MEMORIAL DAY)

Employee Signature

Date

5-29-09

Supervisor Signature

Date

5-29-09

06/13/09  
005210

Eliason, John

H

## Santa Barbara News-Press Timesheet

RESP 1072  
JDA0979 Page 30 of 31

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: MIKE ELIASONPay Period Ending: 6-13-09Department: PHOTO

Department #: \_\_\_\_\_

							For Payroll Use Only							
	Date	In	Out	In	Out	Total Hours Worked	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday														
Monday	6-1	9	1130	1230	6	8	8							
Tuesday	6-2	8			530	9.5	8	1 1/2						
Wednesday	6-3	9	1230	130	6	8	8							
Thursday	6-4	9	11	12	6	8	8							
Friday	6-5	9	12	1	6	8	8							
Saturday														
Sunday														
Monday	6-8	9	1	2	6 30	9.5	8	1 1/2						
Tuesday	6-9	9	12	1	6	8	8							
Wednesday	6-10	9	1130	1230	6	8	8							
Thursday	6-11	9	12	1	6	8	8							
Friday	6-12	9	12	1	6	8	8							
Saturday														
							83	80	3					
Total							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Employee Certification

Supervisor Approval

**Santa Barbara News-Press****Time Off Form****Instructions:**

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name

MIKE ELIASON

Department

PHOTO

Pay Period Ending

6-13-09

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation	_____	_____	_____
<input type="checkbox"/> Sick Leave	_____	_____	_____
<input type="checkbox"/> Holiday (specify holiday below)	_____	_____	_____
<input type="checkbox"/> Jury Duty	_____	_____	_____
<input type="checkbox"/> Bereavement (specify relationship below)	_____	_____	_____
<input type="checkbox"/> Other (explain below)	_____	_____	_____
TOTAL TIME OFF:	_____	_____	_____

**FURTHER EXPLANATION** (when required)

\*6/2 CMDR WOLFE FUNERAL / EARLY START NO LUNCH / DRIVE FROM SLO  
\*6/8 BRUSH FIRE HINY 1st IDI

Employee Signature



Date

6-11-09

Supervisor Signature

Date

SANTA BARBARA NEWS-PRESS  
TIMECARD

06/14/08

005210

Waggener, Sherrie  
H

Name Sherrie Waggener  
Dept. Newsroom / internet

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40	3		8	8	8	8	2	37	PART
	3						2	5									5
Vacation																	
Sick										8						8	8
Holiday																	
Other	*NB						*NB		*NB						*NB		NB

Comments web audit overtime

Employee Signature

Sherrie Waggener

Approved

[Signature]



SANTA BARBARA NEWS-PRESS  
TIMECARD

6/26/2008

005210

Waggener, Sherrie

F

Name Sherrie Waggener

Dept. Newsroom / internet

H

Dep't

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
								5								5	10
Vacation																	
Sick																	
Holiday																	
Other *	3						*2	5	*3						*2	5	10

Comments \* web and it overtime

Employee Signature

Sherrie Waggener

Approved

[Signature]

F

07/12/08

005210

Waggener, Sherrie

H

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Worked	1	1	1	1	1	1	1	1	1	1	1	1	12
Unfilled	1	1	1	1	1	1	1	1	1	1	1	1	12
Sick	1	1	1	1	1	1	1	1	1	1	1	1	12
Holiday	1	1	1	1	1	1	1	1	1	1	1	1	12
Other	1	1	1	1	1	1	1	1	1	1	1	1	12
Total	5	5	5	5	5	5	5	5	5	5	5	5	60

Signature: *Sherrie Waggener* Date: *7/12/08*

Employee: *Sherrie Waggener* Supervisor: *[Signature]*

Name Sherrie Waggener  
Dept. Newsroom / internet

07/26/08  
005210  
Waggener, Sherrie  
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	2	7	7	8	7	8	<del>8</del>	<del>28</del> <sup>40</sup>	2	7	7	8	8	8	<del>8</del>	<del>28</del> <sup>40</sup>	<del>76</del> <sup>80</sup>
	<del>3</del> <sup>1</sup>						2	3	<del>3</del> <sup>1</sup>						2	<del>3</del> <sup>3</sup>	6
Vacation																	
Sick		<del>1</del>	1		1			2		1	1					2	4
Holiday															<del>2</del>		
Other	<del>3</del>					<del>2</del>	<del>3</del>	<del>3</del>							<del>2</del>	<del>3</del>	<del>10</del>

Comments \* website audit overtime

Employee Signature Sherrie Waggener

Approved [Signature]

SANTA BARBARA NEWS-PRESS  
TIMECARD

08/09/08

F

005210

Waggener, Sherrie  
H

Name Sherrie Waggener

Dept. Newsroom/internet

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40	2	8	5	7	8	8	2	38	78
	3						3	6							2	36	8
Vacation												1				1	1
Sick			2							3		2				3	3
Holiday																	
Other	*3						*3	6	*2						*2	4	18

Comments website audit overtime

Employee Signature

Sherrie Waggener

Approved

ef OK-M



SANTA BARBARA NEWS-PRESS  
 TIMECARD

Name Sherrie Waggener  
 Dept. Newsroom/Internet

08/23/08  
 005210  
 Waggener, Sherrie  
 H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	3	6	8	7	8	8		<del>31</del> <sup>40</sup>	2	6	7	8	8	8		<del>37</del> <sup>39</sup>	<del>74</del> <sup>79</sup>
							2	2							2	2	4
Vacation																	
Sick		2		1				3		2	1					3	6
Holiday																	
Other	<del>3</del>						<del>2</del>	<del>3</del>	<del>2</del>						<del>2</del>	<del>4</del>	<del>9</del>

OT exp.

Comments

Employee Signature Sherrie Waggener

Approved [Signature]

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

09/06/08

F

005210

Waggener, Sherrie  
H

Name Sherrie WaggenerDept. Newsroom/Internet

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	↑		8	8	7	8		33	↑		8	6	4	6	↑	30	5563
Vacation																	
Sick		8			1			9				2	4	2		17	17
Holiday									8							8	8
Other	2							2	3						3	6	8

Comments Added overtime for web audit

Employee Signature

(CB) Sherrie Waggener

Approved

cfj cfj



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

09/20/08

F

005210

Waggener, Sherrie  
H

Name

Sherrie Waggener

Dept.

newsroom / internet

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40	2	8	8	6	8	8		48	78 80
																	10
Vacation																	8
Sick												2					2-6
Holiday																	
Other	3		2		1	1	2	9	1							3	12 14

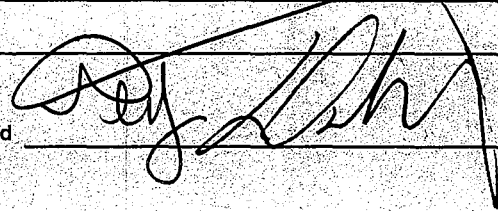
Comments

web audit overtime

Employee Signature

Sherrie Waggener

Approved



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Waggener, Sherrie  
H

Name Sherrie WaggenerDept. Newsroom / Internet

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	3	7	8	8	8	6	4	40	4		6	6	8	8	3	35	75
							4	4									4
Vacation					2			2	8							8	10
Sick																	
Holiday																	
Other																	

Comments Hours "Yellowed" are for web and it

Employee Signature Sherrie Waggener

Approved \_\_\_\_\_

**N De La Mora**

---

**From:** listings [listings@newspress.com]  
**Sent:** Monday, October 06, 2008 11:19 AM  
**To:** ndelamora@newspress.com  
**Subject:** Saturday audit

Hi Noemi,  
I worked 2 hours on Saturday, Oct. 3.  
Sherrie

Sherrie Waggener  
Newsroom Assistant / Web Site Auditor  
Santa Barbara News-Press  
715 Anacapa St.  
P.O. Box 1359  
Santa Barbara, CA 93102  
(805) 564-5105  
[listings@newspress.com](mailto:listings@newspress.com)

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

10/18/08

F

Name Sherrie Waggener

005210

Waggener, Sherrie

Dept. Newsroom, internet

H

X105

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	<del>24</del>	7	7	8	8	8	8	<del>40</del>	<del>3</del>	8	8	8	5	8		<del>40</del>	<del>88</del> 80
	<del>24</del>				2		3	<del>24</del>	1							1	8
Vacation																	
Sick																	
Holiday																	
Other																	

Comments Any overtime is result of web audit

Employee Signature

Sherrie Waggener

Approved

CB LPH

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/01/08

F

005210

Waggener, Sherrie  
HName Sherrie WaggenerDept. Newsroom / internet

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	4	8	8	8	8	8	3	39	4	8	8	8	8	8		49	88
									4						2	46	146
Vacation			8					8									8
Sick																	
Holiday																	
Other																	

Comments

ANY overtime due to web audit

Employee Signature

Sherrie Waggener

Approved

[Signature]

**N De La Mora**

---

**From:** Sherrie Waggener [swaggener@newspress.com]  
**Sent:** Monday, November 03, 2008 12:56 PM  
**To:** N De La Mora  
**Subject:** Saturday hours

Hi Noemi,  
I worked 2 hours on Saturday, Nov. 1, 2008.  
Sherrie

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/15/08

F

005210

Waggener, Sherrie  
H

Name

*Sherrie Waggener*

Dept.

*Newsroom / internet*

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	4		8	8	8	8	2	38	4	3	8	8	8	8	2	39	67
Vacation		8						8		5						5	13
Sick																	
Holiday																	
Other																	

Comments

*ANY OVERTIME GOES TO WEB AUDIT*

Employee Signature

*Sherrie Waggener*

Approved

*[Signature]*



**N De La Mora**

---

**From:** Sherrie Waggener [swaggener@newspress.com]  
**Sent:** Monday, November 17, 2008 4:52 PM  
**To:** N De La Mora  
**Cc:** Christian Montecino  
**Subject:** Saturday hours

Hi Noemi,  
I worked 2 hours on the web audit on Saturday.  
Sherrie

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/29/08

F

005210

Waggener, Sherrie  
H



Name

*Sherrie Waggener*

Dept.

*Newsroom/Internet*

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	<del>4</del>	8	8	8	8	8	2	40	4	8	8					19	<del>58</del> 59
	4						2	6									6
Vacation												8		8		16	16
Sick																	
Holiday													8			8	8
Other																	

Comments

*Any hours over 80 go to web and it overtime*

Employee Signature

*Sherrie Waggener*

Approved

*[Signature]*

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD



12/13/08

005210

Waggener, Sherrie

Name SHERRIE WAGGENER

Pa

Dept. NEWSDept. # 005210

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked																	
Vacation		8	8	8	8	5		37									37
Sick																	
Holiday																	
Other																	

Comments STD @ 100% for 1 WEEK = \$100.13 PLUS 37 HRS VAC.

Employee Signature \_\_\_\_\_

Approved [Signature]

\$17.50 / HOUR = \$700.13 / WK  
301 ESTIMATE\* = \$600.00 / WK

\$100.13 DUE
--------------

\* NO CLAIM FILED AS OF 12.12.08 *RL*

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY

Name Sherrie Waggener  
Dept. Newsroom

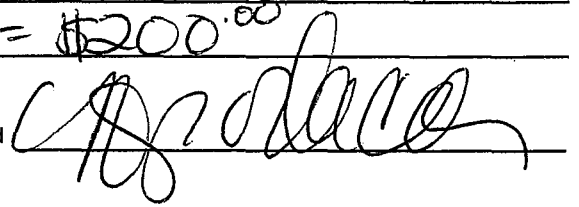
Pay Period Ending 12/27/08  
Dept. # 5210

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked																	
Vacation																	
Sick																	
Holiday																	
Other																	

Comments STD @ 100% for 2 wks = \$200.00

Employee Signature \_\_\_\_\_

Approved



\$ 17.50/hr x 40/hrs = 700.00 WK = 1,400.00 for 2 wks  
SDI Estimate 600.00/WK / 1200.00 = 200.00 supp. due

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name SHERRIE WAGGNER Pay Period Ending 01-10-09

Dept. NEWS Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked																	
Vacation																	
Sick																	
Holiday																	
Other																	

Comments 1 WK STD SUPP @ 100% = \$100.00 FINAL SUPP.

Employee Signature \_\_\_\_\_ Approved 



\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

USCA Case #15-1074 Document #1647660

FOR PAYROLL USE ONLY  
Filed: 11/23/2016 Page 121 of 290

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name SHERRIE WAGGENER Pay Period Ending 01-24-09

Dept. NEWS Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked																	
Vacation																	
Sick																	
Holiday																	
Other																	

Comments LOA - LONG TERM DIS.

Employee Signature \_\_\_\_\_ Approved 

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

USCA Case #15-1074 Document #1647660

SANTA BARBARA NEWS-PRESS  
TIMECARD

02/07/09

005210

Filed: 11/23/2016

Page 122 of 290

Waggener, Sherrie

H

Name Sherrie Waggener

Pay Period Ending \_\_\_\_\_

Dept. news

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked																	
Vacation																	
Sick																	
Holiday																	
Other																	
Comments																	

Employee Signature \_\_\_\_\_ Approved \_\_\_\_\_

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Waggener, Sherrie

Name

Sherrie Waggener

H  
Pay Period Ending 2/21/09

Dept.

Newsroom / internet

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8	<del>8</del> 4	3	3		8	8	8	8		35	75
							3	3									3
Vacation																	
Sick																	
Holiday										8						8	8
Other																	

Comments

overtime hours are for web audit - IT

Employee Signature

Sherrie Waggener

Approved

Cef

J

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SAN TA BARBARA NEWS-PRESS  
TIMECARD

Name

Sherrie Waggener

Pa, H

005210

Waggener, Sherrie

Dept.

Newsroom/Internet

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	4	8	8	8	8	8	4	40	3	8	8	8	8	8	2	40	2580
	4						4	8	3						2	5	13
Vacation																	
Sick																	
Holiday																	
Other																	

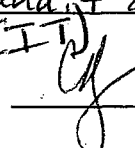

Comments

Note: Overtime hours are for web and it and include 2 hrs.  
that were not included in last pay period CIT

Employee Signature

Sherrie Waggener

Approved

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

03/21/09

F

005210

Waggener, Sherrie

Name

Sherrie Waggener

Pay Period Ending

H

3/21/09

Dept.

Newsroom/web audit

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	4	8	8	8	8	8	4	40	4	8	8	8	8	8		40	40
	4						4	8	5							5	13
Vacation																	
Sick																	
Holiday																	
Other																	



Comments

ALL overtime is for the web audit

Employee Signature

Sherrie Waggener

Approved

04/04/09

Filed: 11/23/2016

F Page 126 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Waggener, Sherrie

H

Name Sherrie WaggenerPay Period Ending 11/1/01Dept. Newsroom / internet

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	4	8	8	8	8	8		40	4	8	8	8	8	8		40	80
	4							4	4							4	8
Vacation																	
Sick																	
Holiday																	
Other																	

Comments overtime is for web and lit

Employee Signature

Sherrie Waggener

Approved

CF

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Waggener, Sherrie

Name

Sherrie Waggener

H  
Pay Period Ending

11/10/01

Dept.

Newsroom/Internet

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8	8	8	8	8		40	8	8	8	8	8			40	80
	5							5	5							5	10
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

All overtime hours are for web and it

Employee Signature

Sherrie Waggener

Approved

Cef



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Waggener, Sherrie

Name Sherrie WaggenerPay Period Ending 5/10/19Dept. NEWSROOM / internet

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8	8	8	8	8		40	5	8	8	8	6	8		40	4380
								5								3	8
Vacation																	
Sick												2				2	2
Holiday																	
Other																	

Comments All overtime goes to web audit

Employee Signature

Sherrie Waggener

Approved

CH

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

05/16/09

005210

Waggener, Sherrie

Name Sherrie Waggener

Pa. H

Dept. Newsroom / internet auditor

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	<del>11</del>	8	8	8	8	8	<del>4</del>	40	<del>11</del>	8	8	8	8	8		40	<del>80</del>
	4								4								8
Vacation																	
Sick																	
Holiday																	
Other																	

Comments All overtime hours go to web audit

Employee Signature

Sherrie Waggener

Approved

CKI

05/30/09

F

Waggener, Sherrie  
H

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Sherrie WaggenerPay Period Ending: 5/30/09Department: Newsroom/Internet

Department #: \_\_\_\_\_

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only								
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday	5/17	6am	10am			4		4							
Monday	5/18	9am	1pm	2pm	6pm	8	8								
Tuesday	5/19	8:30am	12:40pm	1:10pm	5:30pm	8	8								
Wednesday	5/20	8:30am	1pm	2pm	5:30pm	8	8								
Thursday	5/21	9am	1pm	2pm	6pm	8	8								
Friday	5/22	6am	9am	11am	5pm	9	8	1							
Saturday															
Sunday	5/24	6am	10am			4	4								
Monday	5/25											8			
Tuesday	5/26	9am	1pm	2pm	6pm	8	8								
Wednesday	5/27	9am	1pm	2pm	6pm	8	8								
Thursday	5/28	9am	1pm	2pm	6pm	8	8								
Friday	5/29	6AM	7AM	9:30am	4:30pm	8	8								
Saturday															
							76	5				8			
							Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Sherrie Waggener  
Employee Certification

[Signature]  
Supervisor Approval

## Time-Off Form

**Instructions:**

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name Sherrie Waggoner  
 Department Newsroom / internet Pay Period Ending 5/30/09

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation			
<input type="checkbox"/> Sick Leave			
<input checked="" type="checkbox"/> Holiday (specify holiday below)	<u>5/25/09</u>	<u>1</u>	<u>8</u>
<input type="checkbox"/> Jury Duty			
<input type="checkbox"/> Bereavement (specify relationship below)			
<input checked="" type="checkbox"/> Other (explain below)			
TOTAL TIME OFF:			

**FURTHER EXPLANATION** (when required)

All overtime goes to web audit

Employee Signature

Sherrie Waggoner

Supervisor Signature

[Signature]

Date

5/29/09

Date

6/1/09

06/13/09

005210

Waggener, Sherrie  
H

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Sherrie WaggenerPay Period Ending: 6/13/09Department: NEWSROOM / internet

Department #: \_\_\_\_\_

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only								
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday	5/31	5:30	9:30			4		4							
Monday	6/1	9:30	1:30	2:30	6:30	8	8								
Tuesday	6/2	8am	1pm	2pm	5pm	8	8								
Wednesday	6/3	8:15	1pm	2pm	5:15	8	8								
Thursday	6/4	8:30	1:30	2:30	5:30	8	8								
Friday	6/5	8:30	1:30	2:30	5:30	8	8								
Saturday															
Sunday	6/7	5:30	9:30			4	4								
Monday	6/8	SICK								8					
Tuesday	6/9	8:30	1:30	2:30	5:30	8	8								
Wednesday	6/10	8:30	1:30	2:30	5:30	8	8								
Thursday	6/11	9	2	3	6	8	8								
Friday	6/12	8:30	1:30	2:30	5:30	8	8								
Saturday															
							76	4		8					
							Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Sherrie Waggener  
Employee Certification

Ch  
Supervisor Approval

**Santa Barbara News-Press****Time Off Form****Instructions:**

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name

Sherrie Waggener

Department

Newsroom

Pay Period Ending

6/13/09

REASON

DATE(S)

# OF DAYS

# OF HOURS

☐ Vacation☒ Sick Leave6/08/0918☐ Holiday  
(specify holiday below)☐ Jury Duty☐ Bereavement  
(specify relationship below)☒ Other  
(explain below)2 days8

TOTAL TIME OFF:

FURTHER EXPLANATION (when required)

web audit on 6/07/09 and 5/31/09 (4 hrs. each day)

Employee Signature

Sherrie Waggener

Date

6/12/09

Supervisor Signature

[Signature]

Date

6/12/09

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name Tom De Walt

Dept. Graphics / Photo

06/14/08

005210

De Walt, Thomas  
H

F

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom De Walt

Approved

[Signature]



SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY  
Page 135 of 290

Name Tom DeWalt

Dept. Photo - Graphics

6/26/2008  
005210  
De Walt, Thomas

H

F

8

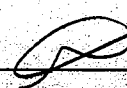
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom DeWalt

Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

07/12/08

005210

De Walt, Thomas  
H

108

Name Tom De WaltDept. Photo - Graphics

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8			32		8	8	8	8	8		40	72
Vacation						8											8
Sick																	
Holiday																	880
Other																	

Comments \_\_\_\_\_

Employee Signature

Tom De Walt

Approved

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

**SANTA BARBARA NEWS-PRESS**  
TIMECARD

07/26/08

F

005210

De Walt, Thomas

H

Name Tom De WaltDept. Graphics

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom De Walt

Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

08/09/08

F

005210

De Walt, Thomas  
HName Tom DeWaltDept. Graphics

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom DeWalt

Approved



SANTA BARBARA NEWS-PRESS  
TIMECARD

08/23/08

F

Name Tom De Walt

005210

De Walt, Thomas  
H

Dept. Graphics

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8			32		8	8	8	8	8		40	<del>40</del> 76
Vacation						8		8									8
Sick																	
Holiday																	
Other																	80

Comments

Employee Signature

T De Walt

Approved

[Signature]

SANTA BARBARA NEWS-PRESS  
TIMECARD

09/06/08

F

005210

De Walt, Thomas  
H

Name Tom De Walt

Dept. Graphics

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8				24		8	8	8	8			32	56
Vacation					8	8		16									16
Sick																	
Holiday									8							8	8
Other																	

Comments

Employee Signature

Tom De Walt

Approved





09/20/08

F

005210

De Walt, Thomas  
H

008

Name Tom De Walt

Dept. News Graphics

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom De Walt

Approved

[Signature]



USCA Case #15-1074 Document #1647660 Filed 11/23/2016  
\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY  
Page 142 of 290

Name Tom De Walt

Dept. News Graphics

10/04/08

F

005210

De Walt, Thomas  
H

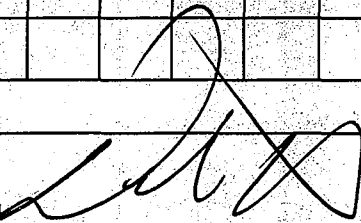
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom DeWalt

Approved



SANTA BARBARA NEWS-PRESS  
TIMECARD

10/18/08

F

005210

De Walt, Thomas  
H

Name Tom DeWalt

Dept. News - Graphics

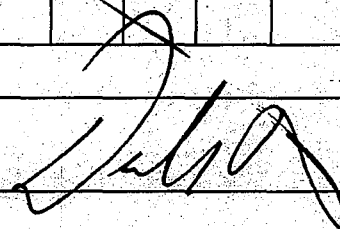
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom DeWalt

Approved



SANTA BARBARA NEWS-PRESS  
TIMECARD

11/01/08

F

005210

De Walt, Thomas

H

Name Tom De Walt

Dept. News Graphics

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Thomas De Walt

Approved

[Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/15/08

F

005210

De Walt, Thomas  
HName Tom De WaltDept. Photo / Graphics

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	9	8	8	8		40	80 <del>80</del>
OT											1		4.5			4.5	5.5 <del>5.5</del>
Vacation																	
Sick																	
Holiday																	
Other																	
Total																	85.5

Comments

1 hr. overtime for Elections graphic

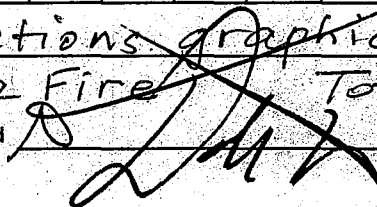
plus 4.5 hrs. overtime for Tea Fire

Total O.T.

Employee Signature

Tom De Walt

Approved



5.5 hrs

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/29/08

F

005210

De Walt, Thomas  
H



Name Tom DeWalt

Dept. news Graphics

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	4		36		8	8	8		8		32	68
Vacation																	
Sick						4		4								4	4
Holiday												8				8	8
Other																	

Comments

Employee Signature

Tom DeWalt

Approved

[Signature]

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

De Walt, Thomas

Name Tom De Walt

Pay Period Ending 28

Dept. News Graphics

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		<del>8</del> 8	8	8	8	8		32		8	8	8	8	8		40	72
Vacation	<del>8</del>	8						8									8
Sick																	
Holiday																	
Other																	

Comments \_\_\_\_\_

Employee Signature Tom De Walt

Approved [Signature]

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

12/27/08

005210

Pa: De Walt, Thomas

Name Tom De WaltDept. News Graphics

Dep. ..

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40									40
Vacation										8	8	8		8		32	32
Sick																	
Holiday													8				8
Other																	

Comments

Employee Signature

Tom De Walt

Approved

[Signature]



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

01/10/09

F

005210

Name Tom DeWalt

P. De Walt, Thomas

Dept. News - Graphics

H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked										8	8	8	8.5	8		40	40
												1.5					1.5
Vacation		8	8	8		8		32									32
Sick																	
Holiday					8			8									8
Other																	

Comments 1.5 hrs O.T. for Costa Rica quake map 80 reg  
1.5 oti

Employee Signature Tom DeWaltApproved [Signature]

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

01/24/09

F

005210

Name Tom De Walt

De Walt, Thomas

Dept. Graphics

H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom De Walt

Approved

02/07/09

Filed: 11/23/2016

Page 151 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

De Walt, Thomas

H

Name Tom DeWaltPay Period Ending 11/23/2016Dept. Photo - GraphicsDept. # 

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom DeWalt

Approved

[Signature]

02/21/09

Filed: 11/23/2016

Page 152 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

De Walt, Thomas

H

Name Tom De WaltPay Period Ending 11/21/2016Dept. Photo - GraphicsDept. # 

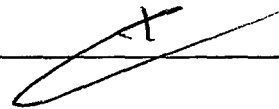
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40			8	8	8	8		32	72
O.T.		1			.5	.5		2			.5		.5	.5		1.5	3.5
Vacation																	
Sick																	
Holiday										8							8
Other																	

Comments

Employee Signature

Tom De Walt

Approved



03/07/09

Filed: 11/23/2016

Page 153 of 290

**\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.**

**SANTA BARBARA NEWS-PRESS**  
**TIMECARD**

005210

*De Walt, Thomas*

H

Name Tom DeWalt

**Pay Period**

Dept. Graphics - Life

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
O.T.		.5		.5	.5	1		2.5				.5				.5	3
Vacation																	
Sick																	
Holiday																	
Other																	

NO OT  
expl.

NO OT  
expl.

### Comments

**Employee Signature**

Tom DeWalt

**Approved**

A hand-drawn diagram of a simple machine, possibly a pulley or a lever. It shows a horizontal line with a vertical line intersecting it. A curved line, representing a rope or a path, starts from the bottom left, goes up and over the vertical line, and then goes down to the right. A small rectangular block is attached to the vertical line where the rope passes over it.

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

03/21/09

F

005210

De Walt, Thomas

H

Name Tom DeWalt

Pay Perio

Dept. Graphics / Life

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8						8	48
O.T.				1				1								1	1
Vacation											8	8	8	8		32	32
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom DeWalt

Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

De Walt, Thomas

H

Name Tom DeWalt

Pay Period Ending

4-4-09Dept. Graphics / Life

Dept. # \_\_\_\_\_

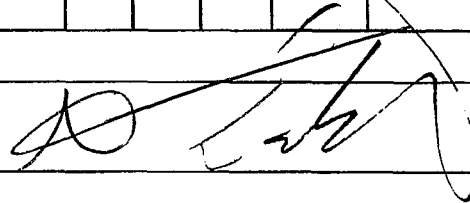
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8		32		8	8	8	8	8		40	72
O.T.						1		1									1
Vacation		8						8									8
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom DeWalt

Approved





Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

**SANTA BARBARA NEWS-PRESS**  
TIMECARD

005210

De Walt, Thomas

Name Tom De Walt

Pay F H

Dept. Graphics - Life

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments \_\_\_\_\_

Employee Signature

Tom De Walt

Approved

[Signature]

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

De Walt, Thomas

H

Name Tom De WaltPay Period Ending       Dept. Graphics / LifeDept. #       

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Tom De Walt

Approved

[Signature]

USCA Case #15-1074 Document #1647660  
 \*\*\*Time cards must be submitted to supervisor before  
 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
 TIMECARD

05/16/09  
 005210 Page 158 of 290

De Walt, Thomas

H

Name Tom De Walt

Pay Period Ending \_\_\_\_\_

Dept. Graphics / Life

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		<del>7</del> 8	8	8	8			31		8	8	8	8	8		40	<del>72</del> 71
O.T.					1.5			1.5									1.5
Vacation						8											8
Sick		1						1									1
Holiday																	
Other																	

Comments O.T. 'is for fire maps

Employee Signature Tom De Walt

Approved 

05/30/09

F

De Walt, Thomas  
H

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Tom De WaltPay Period Ending: 5-30-2009Department: Graphics / Life

Department

	Date	In	Out	In	Out	Total Hours Worked	Regular	Regular Overtime	Premium Overtime	Sick
Sunday										
Monday	5-18	8:51	12:05	1:05	6:05	8:14				
Tuesday	5-19	8:59	12:02	12:57	6:02	8:08				
Wednesday	5-20	9:00	12:05	1:00	6:05	8:10				
Thursday	5-21	9:00	12:05	1:05	6:05	8:05				
Friday	5-22	8:58	12:00	1:00	6:05	8:07				
Saturday										
Sunday										
Monday	Holiday (8)									
Tuesday	5-26	8:57	12:02	1:02	6:02	8:05				
Wednesday	5-27	8:53	12:01	12:59	6:02	8:11				
Thursday	5-28	8:52	1:00	2:00	6:05	8:13				
Friday	5-29	8:49	12:05	1:00	5:50	8:06				
Saturday										
						73:19				
						Total	Regular	Regular Overtime	Premium Overtime	Sick

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Tom De Walt

Employee Certification

[Signature]  
Supervisor Approval

8 .25  
8 .25  
8 .25  
8 .25  
8 .25  
40 1 1/4

8 .25  
8 .25  
8 .25  
8 .25

32 1

72 2 1/4

# Santa Barbara News-Press

## Time-Off Form

**Instructions:**

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name \_\_\_\_\_

Department \_\_\_\_\_ Pay Period Ending \_\_\_\_\_

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation	_____	_____	_____
<input type="checkbox"/> Sick Leave	_____	_____	_____
<input checked="" type="checkbox"/> Holiday (specify holiday below)	5/25	8	8
<input type="checkbox"/> Jury Duty	_____	_____	_____
<input type="checkbox"/> Bereavement (specify relationship below)	_____	_____	_____
<input type="checkbox"/> Other (explain below)	_____	_____	_____
TOTAL TIME OFF:	_____	8	_____

**FURTHER EXPLANATION** (when required)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Employee Signature \_\_\_\_\_

Date \_\_\_\_\_

Supervisor Signature \_\_\_\_\_

Date \_\_\_\_\_

De Walt, Thomas  
H

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Tom De WaltPay Period Ending: 6-13-2009Department: Graphics / Life

Department #: \_\_\_\_\_

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only								
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday	<del>6/7</del>														
Monday	6/1	8:50	12:13	1:12	5:50	8.									
Tuesday	6-2	9:03	12:00	1:00	6:03	8.									
Wednesday	6-3	8:50	12:00	1:58	5:50	8.									
Thursday	6-4	9:02	12:02	1:02	6:05	8.									
Friday	6-5	8:59	12:02	1:02	6:02	8.									
Saturday															
Sunday															
Monday	6/8	9:00	12:01	12:58	6:05	8.									
Tuesday	6-9	9:05	12:02	1:02	6:05	8.									
Wednesday	6-10	8:59	11:59	12:59	6:10	8.									
Thursday	6-11	9:05	12:00	1:00	6:10	8.									
Friday	6-12	8:30	12:00	1:00	5:30	8.									
Saturday															
I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.						80									
						Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	

Tom De Walt

Employee Certification

Supervisor Approval

SANTA BARBARA NEWS-PRESS  
TIMECARD

06/14/08

F

Name DENNIS BATEMAN

Pe

005210

Bateman, Dennis  
H

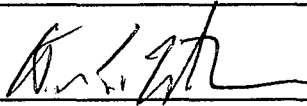
Dept. SPORTS

De

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8	8			8	8	8	40		8	8		8	8	8	40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature



Approved





SANTA BARBARA NEWS-PRESS  
TIMECARD

6/26/2008

005210

Bateman, Dennis

H

F

Name DENNIS BATEMAN

Dept. SPORTS

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8			8	8	32		8	8		8	8	8	40	72
Vacation																	
Sick																	
Holiday				8			8										8
Other																	

Comments

Employee Signature DKM

Approved [Signature]

**Payroll labels should read:**

**PPE: 6-28-08**

**not PPE: 6-26-08**

Name

DENNIS BATEMAN

Dept.

SPORTS

Dept. #

32																	
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8		8	<del>8</del>	8	40	8	8	8	8		8		40	<del>80</del> 72
						8		8									8
Vacation																	
Sick																	
Holiday																	
Other																	

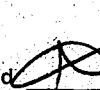
Comments

Will use July 4 Holiday later in month

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY  
07/26/08  
005210  
Bateman, Dennis  
H  
F

Name DENNIS BATEMAN  
Dept. SPORTS

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked														4			4
Vacation		8	8	8	8	8		40									40
Sick																	
Holiday																	
Other																	

Comments UTILIZING FAMILY/MEDICAL LEAVE THROUGH SECOND WEEK

Employee Signature [Signature] Approved [Signature]

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

08/09/08

F

Name DENNIS BATEMAN

Pa

005210

Bateman, Dennis  
HDept. SPORTS

De

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8		8	8	32			8	8	8	8	8	40	72
																	6
Vacation																	
Sick																	
Holiday		8					8										8
Other																	
Overtime												1	2	2	1	6	8

GT explanation.

Comment

\*Explanation Required

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

08/23/08

F

005210

Bateman, Dennis

H

Name

Dennis Bateman

Dept.

SPORTS

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8	8	40			8	8	8	8	8	40	80
				1	2	2		5				1	2	2		5	10
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

OT TO COMPLETE SCHEDULES, ADDITIONAL DESIGN WORK

Employee Signature



Approved





SANTA BARBARA NEWS-PRESS  
TIMECARD

09/06/08

F

005210

Bateman, Dennis  
H

Name

DENNIS BATMAN

Dept.

SPORTS

40  
1-DT

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8	8	40		8	8	8	8	8	8	40	80
OT		8	1	2	2	8	2	19 1/2	8	8	2	1	1	2	2	24	44 1/2
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

OVERTIME AUTHORIZED BY SCOTT STEEPLTON

Employee Signature

*[Signature]*

Approved

*[Signature]*  
\* Will take leave day however at LATER DATE



SANTA BARBARA NEWS-PRESS  
TIMECARD

Name Dennis Bateman  
Dept. Sports

09/20/08

F

005210

Bateman, Dennis  
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8	8	40			8	8	8	8	8	40	80
OT	8		1	1	2	4	4	20	8		1	2	1	2	2	16	36
Vacation																	
Sick																	
Holiday																	
Other																	

Comments OVERTIME AUTHORIZED BY SCOTT STEERLETON

Employee Signature


Approved


Name DENNIS BATEMAN Pay \_\_\_\_\_

Dept. \_\_\_\_\_ Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked	8				8	8	8	32			8	8	8	8	8	40	72
OT					2	4	3	9	8		2	1	2	4	3	20	2029
Vacation																	
Sick																	
Holiday				8													8
Other																	

Comments -USING LABOR DAY HOLIDAY

Employee Signature 

Approved 

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

10/18/08

F

Name

DENNIS BATEMAN

005210

Bateman, Dennis

H

Dept.

SPORTS

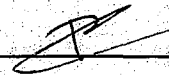
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8	8	40			8	8	8	8	8	40	80
OT	8				1	3	2	14	8				1	3	2	14	28
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/01/08

F

005210

Name DENNIS BATEMAN

Pa

Bateman, Dennis  
HDept. EDITORIAL - SPORTS

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8	8	40	8		8	8	8	8		40	80
OT	8					2	1	11						2		2	13
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature Approved 

OVERTIME SUMMARY

SUNDAY, OCT. 19 - EDITING / PAGE DESIGN  
 FRIDAY, OCT. 24 - LATE GAME WRITING / EDITING / PROOFING  
 SATURDAY, OCT. 25 - ADDITIONAL PAGE DESIGN / FORMATTING  
 FRIDAY, OCT. 31 - LATE GAME WRITING / EDITING / PROOFING

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name DENNIS BATEMAN  
Dept. SPORTS

11/15/08  
005210  
Bateman, Dennis  
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8		8	8	40			8	8	8	8	8	40	80
OT						2		2					2	2	2	6	8
Vacation																	
Sick																	
Holiday																	
Other																	

Comments OT - 11/7 - FOOTBALL COVERAGE/PRODUCTION OT - 11/13 BLACKBOX/LATE PRODUCTION OT - 11/14 FOOTBALL PRODUCTION

Employee Signature Dennis Bateman Approved [Signature]  
11/15 - SATURDAY - SHORT STAFF/PRODUCTION



SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY

Name DENNIS BATMAN

Dept. SPORTS

11/29/08

F

005210

Bateman, Dennis

H



Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8		8	8	40		8	8				8	24	64
OT		2				2	2	6		2					2	4	10
Vacation																	
Sick												8					8
Holiday													8				8
Other																	

Comments <sup>OT</sup> sum: Mon 11/17 - Mon 11/24 - LUNCHEON COVERAGE NOON-2PM FRI 11/21 EFC FOOTBALL; SAT 11/22, 11/29 - PRODUCTION ASSIGNMENTS SCHEDULE

Employee Signature

*[Handwritten Signature]*

Approved

*[Handwritten Signature]*

SANTA BARBARA NEWS-PRESS  
TIMECARD



12/13/08  
005210

Bateman, Dennis

Name DENNIS BATEMAN

Dept. SPORTS

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT		2				2		4		2			2	2		6	10
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

[Signature]

Approved

[Signature]



Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

12/27/08

005210

Bateman, Dennis

F

H

Name

Dennis Bateman

Dept.

Sports

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked					8	8		16		8	8		8	8	8	40	44 50
					1	1		2							1	1	2
Vacation																	
Sick																	
Holiday											8	8					8
Other																	

Comments

Employee Signature



Approved



Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name DENNIS BATEMAN

Dept. SPORTS

01/10/09

F

Pay 005210

Bateman, Dennis

Dep H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8		<del>11</del> 8			<del>11</del> 10		8	8	8	8	8		40	<del>40</del> 50
OT					15		OT - 12 DT - 3	<del>15</del>					1			1	<del>15</del> 13 3-DT
Vacation																	
Sick		8						8									8
Holiday				8				8									8
Other																	

Comments OT - 1/2 ROSEBOWL TRAVEL, CHECK-IN ALL DAY EVENT 1/8 - PRODUCTION NEEDS (UNDERSTAFFED)

Employee Signature

Approved

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PATROLL USE ONLY

01/24/09

F

Name 005210

Bateman, Dennis

Pay Period Ending 24 Jan 2009

Dept. — H

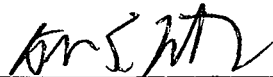
Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40			8	8	8	8		32	72
OT					1	1	7	9					1			1	10
Vacation																	
Sick										8						8	8
Holiday																	
Other																	

Comments

SATURDAY, JAN 17 - TOC GIRLS WATER POLO

Employee Signature



Approved



02/07/09

Filed: 11/23/2016

Page 180 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Bateman, Dennis

H

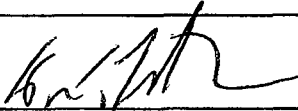
Name DENNIS BATEMANPay Period Ending 1 FEB 2011Dept. SPORTS

Dept. # \_\_\_\_\_

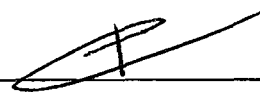
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40			8	8	8	8	8	40	80
		2			1	1		4			1		1	1	1	4	8
Vacation																	
Sick																	
Holiday																	
Other																	

Comments \_\_\_\_\_

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Bateman, Dennis

H

Name DENNIS BATEMANPay Per. 1-1Dept. SPORTSDept. #           

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8	8	40			8	8	8	8	8	32	120
OT			1	1	1	1	0	4	2	2	0	1	2	1	8	16	120
Vacation																	
Sick																	
Holiday																	
Other																	

Comments OT - 2/22-23 CIF PREVIEWS - 2/10-18, 2/18-20 PRODUCTION

Employee Signature

K. S. W. A.

Approved

[Signature]

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Bateman, Dennis

H

Name DENNIS BATEMAN

Pay Period Ending \_\_\_\_\_

Dept. SPORTS

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8			8	32		8	8	8	8	8		40	72
OT			1					1				1	1	1	4	7	8
Vacation																	
Sick																	
Holiday						8											8
Other																	

Comments 2/24, 3/4-3/6 - PRODUCTION, SCHEDULE ENTRY / 3/7 - CIF CHAMPIONSHIP - GIRLS BASKETBALL

Employee Signature Approved 

Bateman, Dennis

H

Name Dennis Bateman

Pay Period

Dept. SPORTS

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8		8	8	8	40	80
		3	1		1	2	6	13			1		1	2	1	5	18
Vacation																	
Sick																	
Holiday																	
Other																	

Comments \* COVERING FOR Alex Spence who went to the Big West Tourney

Employee Signature [Signature]

Approved [Signature]



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Bateman, Dennis

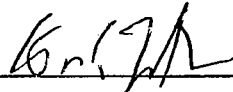
H

Name DENNIS BATEMANPay Peric. -Dept. SPORTSDept. # -

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8		8	40	80
			1		1	1		3			1		1		2	4	7
Vacation																	
Sick																	
Holiday																	
Other																	

Comments OT FOR PRODUCTION SCHEDULING

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Bateman, Dennis

H

Name Dennis Bateman

Pay Peri

Dept. SPORTS

Dept. #


Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8		8	40		8	8	8	8		8	40	80
		1					1	2		1	1	1	1		1	5	7
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Bateman, Dennis

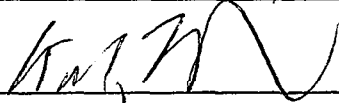
H

Name DENNIS BATEMAN Pay Pe.                     Dept. SPORTS Dept. #                     

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8			32	72
OT		1	1		1	1				1	1						6
Vacation																	
Sick																	
Holiday														8			8
Other																	

Comments OT - PRODUCTION / ALL - COUNTY BASKETBALL

Employee Signature



Approved



\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Bateman, Dennis  
H

Name DENNIS BATEMAN

Pay Per 11/16/09

Dept. SPORTS

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8	8			8	8	8	8	8		40	80
OT			1		1	1		3			1		1	1		3	6
Vacation																	
Sick																	
Holiday																	
Other																	

Comments OVERTIME - PRODUCTION WORK, SCHEDULING

Employee Signature DNS M

Approved [Signature]

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name:

DENNIS BATEMAN

Pay Period Ending:

5/30/09

Department:

SPORTS

Department #:

	Date	In	Out	In	Out	Total Hours Worked	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday															
Monday	5/19	230	630	700	1130	8:30	8	1/2							
Tuesday	5/20	230	700	730	1155	8:55	8	1							
Wednesday	5/21	245	550	620	1145	8:30	8	1/2							
Thursday	5/22	230	630	700	1200	9	8	1							
Friday	5/23	235	545	610	1200	8:55	8	1							
Saturday															
Sunday															
Monday															
Tuesday	5/26	230	630	730	1130	8	8								
Wednesday	5/27	245	715	745	1145	8:30	8	1/2							
Thursday	HOLIDAY											8			
Friday	5/29	245	630	700	1145	8:30	8	1/2							
Saturday	5/30	240	715	815	1140	8	8								
							72	5				8			
							Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Employee Certification

Supervisor Approval

06/13/09

005210

Bateman, Dennis  
H

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name:

Dennis Bateman

Pay Period Ending:

6/13/2009

Department:

SPORTS

Department #:

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only							
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total
Sunday														
Monday	6/1	245	600	700	1145	6	800		1/2					
Tuesday	6/2	235	600	630	1145	8:35	800		1/4					
Wednesday	6/3	230	530	630	1140	8:10	800							
Thursday	6/4	230	600	630	1130	8	800							
Friday	6/5	230	630	730	1130	8	800							
Saturday														
Sunday														
Monday														
Tuesday	6/9	230	630	700	1200	9	800		1					
Wednesday	6/10	240	500	600	1140	8	800							
Thursday	6/11	230	600	630	1130	8	800							
Friday	6/12	235	445	545	1135	8	800							
Saturday	6/13	230	530	630	1130	8	800							
I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.							80	13/4						
Total							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

Employee Certification

Supervisor Approval

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name VICKIE HARVEY

Pay Period Ending \_\_\_\_\_

Dept. NEWSROOM

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.5	8.5	8	8.5	8.5	4	40.0		8	8	8.5	8.5	8		40.0	92.00
		3.5	2.25		1.5	1.5		8.75		1	1	1.75	1.5			3.25	12
Vacation																	
Sick																	
Holiday																	
Other																	

Comments O.T. due to staff shortage

Employee Signature Vickie Harvey

Approved JM Brewer



SANTA BARBARA NEWS-PRESS  
TIMECARD

6/26/2008

005210

Harvey, Victoria

H

F

Name Vickie Harvey  
Dept. NURS ROOM

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8			32	112
		2.5		.75	1.5	1		5.75		1		1				2	7.75
Vacation																	
Sick																	
Holiday																	
Other														*8		8	8 P Day

Comments \* Birthday O.T. due to staff shortage

Employee Signature

Vickie Harvey

Approved

[Signature]

SANTA BARBARA NEWS-PRESS  
TIMECARD

07/12/08

005210

Harvey, Victoria  
H

Name Vickie Harvey

Dept. Newsroom

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		9	9	8	10			36		9	9.25	9	10	8		45.25	81.25
		1	1		2			4		1	1 1/4	1	2			5 1/4	9 1/4
Vacation																	
Sick																	
Holiday						8	8										8
Other																	

Comments O.T. due to staff shortage

Employee Signature

Vickie Harvey

Approved



USCA Case #15-1074 Document #1647660 Filed: 11/23/2016 Page 193 of 290  
Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY  
Page 193 of 290

07/26/08

F

005210

Harvey, Victoria  
H

Name Vickie Harvey

Dept. Newsroom

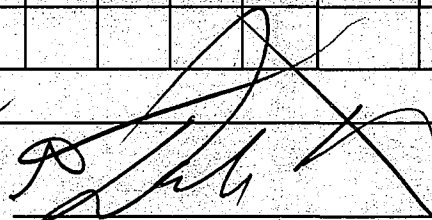
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8 9 1/2	8 9	8 8	8 10	8 9.75		40 <del>40.25</del>		8 8	8 8 1/2	8 10 1/2	8 9	8 8		40 <del>44</del>	80 <del>90.25</del>
		1.5	1		2	1.75		6.25			1.5	2.5	1			4	10.25
Vacation																	
Sick																	
Holiday																	
Other																	

Comments O.T. due to staff shortage

Employee Signature

Vickie Harvey

Approved



SANTA BARBARA NEWS-PRESS  
TIMECARD

Name Vickie Harvey  
Dept. Newsroom

08/09/08  
005210  
Harvey, Victoria  
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8 10 <sup>3</sup> / <sub>4</sub>	8 9 <sup>1</sup> / <sub>4</sub>	8 10 <sup>1</sup> / <sub>4</sub>	8	8 10 <sup>1</sup> / <sub>4</sub>		40 48.5		8 8 <sup>1</sup> / <sub>2</sub>	8	8	8 10	8		40 42.5	91.80
		2.75	1.25	2.25		2.25		8.5		.5			2			2.5	11
Vacation																	
Sick																	
Holiday																	
Other																	

Comments O.T. due to staff shortage

Employee Signature Vickie Harvey

Approved [Signature]

Name Vickie Harvey

Dept. New-Room

08/23/08

005210

Harvey, Victoria  
H

F

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8 9 3/4	8 9 1/4	8 8 3/4	8 9 1/4	8 9		40 46		8 9 1/4	8 9	8 9	8 9			40 44.25	80 90.25
		1.75	1.25	1.75	1.25	1		6		1.25	1	1	1			4.25	10.05
Vacation																	
Sick																	
Holiday																	
Other																	

Comments O.T. due to staff shortage

Employee Signature Vickie Harvey

Approved [Signature]



Name Vickie Harvey  
Dept. Newsroom

09/06/08  
005210  
Harvey, Victoria  
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		9	8.5	10	9	10		46.5			9.5	9	10.5	8		37	83.5
		1	1/2	2	1	2		6 1/2			1 1/2	1	2 1/2			5	11 1/2
Vacation																	
Sick																	
Holiday									8							8	8
Other																	

Comments OT due to staff shortages - DTI training OK-bn

Employee Signature Vickie Harvey

Approved [Signature]

SANTA BARBARA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY  
Page 197 of 290

09/20/08

F

005210

Harvey, Victoria  
H

Name Vickie Harvey

Dept. NEWSROOM

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
		11	8 1/4	10	9	8 3/4		47		8 3/4	8	9	10	8		43.75	90.75
		3	.25	2	1	.75		7		.75		1	2			3.75	10.75
Vacation																	
Sick																	
Holiday																	
Other																	

Comments O.T. due to staff shortage - DTI 5.5 training

Employee Signature Vickie Harvey

Approved JM Braver



SANTA BARBARA NEWS-PRESS  
TIMECARD

10/04/08

005210

Harvey, Victoria  
H

Name Vickie Harvey

Pay

Dept. News Room

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		9.5	8	9	10.5	10.5		46		8	8	8	10	8		45	92.5
		1.5		1	2.5	2.5		7.5		2	1		2			5	12.5
Vacation																	
Sick																	
Holiday																	
Other																	

Comments O.T. due to staff shortage and DTI Training

Employee Signature Vickie Harvey

Approved JMBauer

10/18/08

F

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

USCA Case #15-1074

Document #1647660

Filed 11/23/2018

005210

Page 199 of 290

SANTA BARBARA NEWS-PRESS  
TIMECARD

Harvey, Victoria  
H

Name Vickie Harvey

Pay Period Ending \_\_\_\_\_

Dept. \_\_\_\_\_

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		11	9	9	11	9		49		10	9	10	10	8		47	96
		3	1	1	3	1		9		2	1	2	2			7	16
Vacation																	
Sick																	
Holiday																	
Other																	

Comments O.T. due to staff shortage and leaving 5.5

Employee Signature

Vickie Harvey

Approved

[Signature]

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

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Page 200 of 290

11/01/08

F

005210

Harvey, Victoria  
H

Name Vickie Harvey

Dept. News

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked										8	8	8	8	8		40	40
										9	9	9	10	8		45	45
										1	1	1	2			5	5
Vacation		8	8	8	8	8		40									40
Sick																	
Holiday																	
Other																	

Comments C.T. due to staff shortage and PTI 5.5

Employee Signature

Vickie Harvey

Approved

[Signature]

SANTA BARBARA NEWS-PRESS  
TIMECARD

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Page 201 of 290

11/15/08

F

005210

Harvey, Victoria  
H

Name Vickie Harvey

Dept. News

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		10	9 1/4	8	9 1/2	9 1/2		46 1/4		9	9	8	10	8		40	90 1/4
		2	1 1/4		1 1/2	1 1/2		6 1/4		1	1		2			4	10 1/4
Vacation																	
Sick																	
Holiday																	
Other																	

Comments O.T. due to staff shortage and learning 5.5

Employee Signature Vickie Harvey

Approved [Signature]

SANTA BARBARA NEWS-PRESS  
TIMECARD

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Page 202 of 290

11/29/08

F

005210

Harvey, Victoria  
H

Name Vickie Harvey

Dept. News

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.5	9	10	11	9.5		47.5			11	11		9.5		31.5	31.5
		1/2	1	2	3	1 1/4		7 3/4			3	3		1 1/2		7 1/2	15 1/4
Vacation										8							8
Sick																	
Holiday												8					8
Other																	

Comments OT due to short staff, holiday, learning 5.5

Employee Signature Vickie Harvey

Approved JM Brewer

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD



12/13/08  
005210

F  
H

Harvey, Victoria

Name Vickie Harvey

Pay Period Ending \_\_\_\_\_

Dept. Newsroom

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			10	10.5	9.5	8.5		38.5			11	9	10.5	10		40.5	79.0
			2	2 1/2	1 1/2	1 1/2		6 1/2			3	1	2 1/2	2		8 1/2	15
Vacation		8						8		8						16	16
Sick																	
Holiday																	
Other																	

Comments G.T. due to short staff and moving Life to 5.5'

Employee Signature Vickie Harvey

Approved AM Brewer



SANTA BARBARA NEWS-PRESS  
 TIMECARD

Name Vickie Harvey  
 Dept. NEWS

12/27/08  
 005210  
 Harvey, Victoria

F  
 H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		<del>8</del> 10.25	9.5	10.5	10			40.25									40.25
		2 1/4	1 1/2	2 1/2	2			8 1/2									8 1/2
Vacation		8						8		8	8	8		8		32	40.19
Sick																	40.0K
Holiday												8				8	8
Other																	

Comments O.T. due to staff shortage - moving to 5.5

Employee Signature Vickie Harvey

Approved [Signature]



Based on negotiated vac w/Steepleton.

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

01/10/09

F

005210

Name

Vickie Harvey

Harvey, Victoria

H

Dept.

Newsroom

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40			8	8	8			24	56
		1.5	1	1.5	8			4 1/2			.5					.5	12 1/2
Vacation														8			8
Sick																	
Holiday									8**								8
Other																	

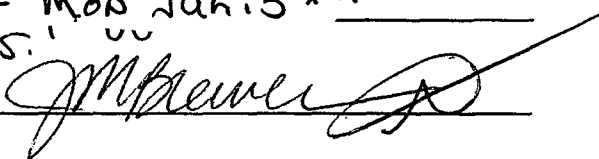
Comments \*Worked New Years - took off mon Jan. 5\*\*

O.T. Due to short staff & moving to 5.5.

Employee Signature

Vickie Harvey

Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

01/24/09

F

005210

Name Vickie Harvey

Harvey, Victoria

H

Dept. NEWSROOM

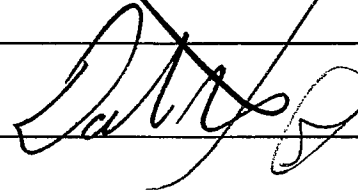
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked				9.5	10	10		29.5		8.25	9.5	8.5	10	8		44.25	73.75
				1 1/2	2	2		5 1/2		1/4	1 1/2	1/2	2			4 1/4	9 3/4
Vacation		8	8					16									16
Sick																	
Holiday																	
Other																	

Comments Overtime due to moving to 5.5

Employee Signature

Vickie Harvey

Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Harvey, Victoria

H

Name Vickie Harvey

Pay Period Ending \_\_\_\_\_

Dept. Newsroom

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8.5	8	8	8	8		40		8	8	8.5	8.5	8		40	80
		1.75		1.5	1	1		5.25		1	1	1.75	2.5	2		7.25	12.5
Vacation																	
Sick																	
Holiday																	
Other																	

Comments O.T. due to changing to 5.5

Employee Signature

Vickie Harvey

Approved

02/21/09

005210

Harvey, Victoria

H

Filed: 11/23/2016

Page 209 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name

VICKIE Harvey

Pay Period ending

Dept.

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40			8	8	8	8		32	72
Overtime		1.5	.75	.75	2.5	2.5		8			1.25	1.25	1 3/4			4.25	12.25
Vacation																	
Sick																	
Holiday									8							8	8
Other																	

Comments

Employee Signature

Vickie Harvey

Approved

JMBrewer

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Harvey, Victoria

Name VICKIE HarveyPay HDept. Newsroom

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
O.T.		2.5	2.25	1.5	1	2.25		9.5		1.25	2.5		1.25			5	14.5
Vacation																	
Sick																	
Holiday																	
Other																	

NO OT  
EXPL.

Comments

Employee Signature

Vickie Harvey

Approved

J. Brewer

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

03/21/09

F

005210

Harvey, Victoria

Name VICKIE HARVEYPay Pk HDept. NEWSROOMDept. # 

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
O. Time		2 1/4	1 3/4	1 1/2		4 1/4		8.75		1 1/2	2	1 1/2	2			6	14.75
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Vickie Harvey

Approved

[Signature]



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Harvey, Victoria

H

Name VICKIE HARVEY

Pay Period Ending \_\_\_\_\_

Dept. NEWSROOM

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Overtime		1 1/2	2	1	2	1 1/2		8		1 1/2	1		2 1/2			4	12
Vacation																	
Sick																	
Holiday																	
Other																	

Comments \_\_\_\_\_

Employee Signature

Vickie Harvey

Approved

JMBrewer

04/18/09

Filed: 11/23/2016

005210

Harvey, Victoria

H

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

**SANTA BARBARA NEWS-PRESS**  
TIMECARD

Name Vickie Harvey

Pay Period Ending \_\_\_\_\_

Dept. Newsroom

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Overtime		1 1/2	1	1	1			4 1/2		1		1/2	2			3 1/2	8
Vacation																	
Sick																	
Holiday																	
Other																	

Comments \_\_\_\_\_

Employee Signature

Vickie Harvey

Approved

JMBauer

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Harvey, Victoria

H

Name VICKIE HARVEYPay Period Ending 7-7-09Dept. NEWS

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		32	72
Overtime		2	1	1/2	2	1		6 1/2			2	1/2	2			4 1/2	11
Vacation																	
Sick														8		8	8
Holiday																	
Other																	

Comments Overtime due to work on Life SectionEmployee Signature Vickie HarveyApproved JM Brewer

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Harvey, Victoria

H

Name Vickie Harvey

Pay P

Dept. \_\_\_\_\_

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
		1	1		2	2.25		6.25		1	2	1.5	2.5	1		7	13.25
Vacation																	
Sick																	
Holiday																	
Other																	

Comments Overtime due to taking sick day, co-worker on vacation

Employee Signature

Vickie Harvey

Approved

[Signature]

05/30/09

F

Harvey, Victoria  
H

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: VICKIE HARVEYPay Period Ending: 5/31/09Department: NEWSROOM

Department #: \_\_\_\_\_

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only								
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday															
Monday	5/18	HOLIDAY - MEMORIAL DAY										8			
Tuesday	5/19	8	12	12:30	6:30	10	8	2							
Wednesday	5/20	7:45	12:15	12:45	6:00	9.75	8	1 3/4							
Thursday	5/21	8:45	12:15	12:45	5:15	8	8								
Friday	5/22	8:45	12:15	12:45	3:45	6.5	6 1/2				1 1/2				
Saturday															
Sunday															
Monday	5/25	9	12:30	1	5:30	8		8							
Tuesday	5/26	7:45	12:15	12:45	6	8.75	8	3/4							
Wednesday	5/27	9	11:15	12:15	6	8	8								
Thursday	5/28	7:30	12	12:30	6	10	8	2							
Friday	5/29	9	12	12:30	6	8.5	8	1/2							
Saturday															
						77.5	62 1/2	15			1 1/2		8		87
						Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Vickie Harvey  
Employee Certification

[Signature]  
Supervisor Approval

## Santa Barbara News-Press

## Time-Off Form

**Instructions:**

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name Vickie Harvey

Department Newsroom Pay Period Ending 5/31/09

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation			
<input checked="" type="checkbox"/> Sick Leave	<u>5/22</u>		<u>1 1/2</u>
<input checked="" type="checkbox"/> Holiday (specify holiday below)	<u>5/18</u>		<u>8</u>
<input type="checkbox"/> Jury Duty			
<input type="checkbox"/> Bereavement (specify relationship below)			
<input type="checkbox"/> Other (explain below)			
TOTAL TIME OFF:			

## FURTHER EXPLANATION (when required)

MEMORIAL DAY Holiday taken 5/18

Overtime due to taking day off and Ken Bradfords  
vacation required me to design additional pages

Employee Signature

Vickie Harvey

Date

5/29/09

Supervisor Signature

[Signature]

Date

6/1/09

Harvey, Victoria  
H

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Vickie HarveyPay Period Ending: 6-13-09Department: Newsroom

Department #: \_\_\_\_\_

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only								
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday															
Monday	6/1	9	12:15	12:45	6	8.5	8	1/2							
Tuesday	6/2	9:15	12:15	12:45	6	8.25	8	1/4							
Wednesday	6/3	9	12:30	1	6:30	9	8	1							
Thursday	6/4	8	12	12:30	3:15	6.75	6 3/4				1 1/4				
Friday	6/5	9	12	12:30	6	8.5	8	1/2							
Saturday															
Sunday															
Monday	6/8	8:45	11:45	12:15	6	8.75	8	3/4							
Tuesday	6/9	8:15	12:15	12:45	6	9.25	8	1 1/4							
Wednesday	6/10	7:30	11:30	1:30	6	8.5	8	1/2							
Thursday	6/11	8:30	12:30	1:00	6	9	8	1							
Friday	6/12	9	12	1	6	8	8								
Saturday															
						84.5	78 3/4	5 3/4			1 1/4				
I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.							Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

Vickie Harvey  
Employee Certification

[Signature]  
Supervisor Approval



**Santa Barbara News Press****Time-Off Form****Instructions:**

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name \_\_\_\_\_

Department \_\_\_\_\_ Pay Period Ending \_\_\_\_\_

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation	_____	_____	_____
<input checked="" type="checkbox"/> Sick Leave	6/4	_____	1.25
<input type="checkbox"/> Holiday (specify holiday below)	_____	_____	_____
<input type="checkbox"/> Jury Duty	_____	_____	_____
<input type="checkbox"/> Bereavement (specify relationship below)	_____	_____	_____
<input type="checkbox"/> Other (explain below)	_____	_____	_____
TOTAL TIME OFF:	_____	_____	_____

FURTHER EXPLANATION (when required)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Employee Signature

*Vickie Hays*

Date

6/12/09

Supervisor Signature

*[Signature]*

Date

6/11/09

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name Steve Malone

Pay Period Ending June 14, 08

Dept. Photo

Dept. # \_\_\_\_\_

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT					1/2 <sup>K</sup>	1/2 <sup>B</sup>						1 1/2 <sup>S</sup>	1 <sup>D</sup>	1 1/2 <sup>E</sup>			3 1/2 <sup>S</sup>
Vacation																	
Sick																	
Holiday																	
Other																	

Comments (A) Shots of 1<sup>st</sup> THURS (B) Return Fri Nite to ID 1<sup>st</sup> THURS (C) no lunch break arrest late captioning Laguna grad (D) late captioning grads & news photos

Employee Signature Steve Malone

Approved [Signature]

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA CLARE AREA NEWS-PRESS  
TIMECARD

FOR PAYROLL USE ONLY

Page 221 of 290

Name

Steve Malone  
Photo

6/26/2008

005210

Malone, Steve

F

Dept.

H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT			1 1/2														1 1/2 OT
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

O.T. = HATTIN HALL DEDICATION LATE, GAY MARRIAGE EARLY START

Employee Signature

Steve Malone

Approved

[Signature]

07/12/08

F

\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

0052110

Page 222 of 290

Malone, Steve

H

Name

Steve Malone

Dept.

Photo

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8			32		4	8	8	8	8		36	3668
OT			1 1/2	1 1/2	1 1/2			1 1/2									1 1/2 OT
Vacation																	
Sick										4							4
Holiday						8											8
Other																	

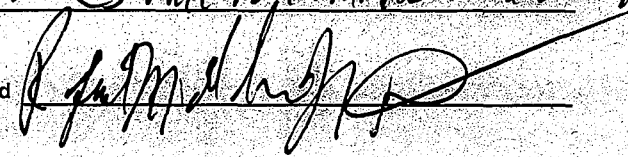
Comments

A Rincon Sewer late (B) Flag on Roof, dusk (C) PATTERSON FAIRVIEW GAP BLVD

Employee Signature

Steve Malone

Approved



SANTA BARBARA NEWS-PRESS  
TIMECARD

07/26/08

F

005210

Malone, Steve  
H

Name

Steve Malone  
Photo

Dept.

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40				8	8	8		24	64
Vacation										8	8						16
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Steve Malone

Approved

[Signature]

Name Steve Malone  
Dept. Photo

08/09/08  
005210  
Malone, Steve  
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40									40
Vacation										8	8	8	8	8		40	40
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Steve Malone

Approved

[Signature]



SANTA BARBARA NEWS-PRESS  
TIMECARD

08/23/08

005210

Malone, Steve  
H

F

Name

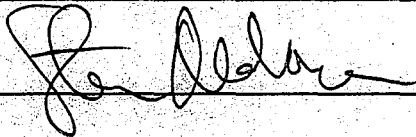
Steve Malone  
Photo

Dept.

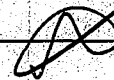
Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked										8	8	8	8	8		40	40
Vacation		8	8	8	8	8		40									40
Sick																	
Holiday																	
Other																	

Comments

Employee Signature



Approved





Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

USCA Case #15-1074 Document #1647560

Filed: 11/23/2016

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Page 226 of 290

SANTA BARBARA NEWS-PRESS  
TIMECARD

09/06/08

F

005210

Malone, Steve

H

Name Steve Malone

Dept. Photo

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40			8	8	8	8		32	72
Vacation																	
Sick																	
Holiday									8							8	8
Other																	

Comments

Employee Signature

Approved

SANTA BARBARA NEWS-PRESS  
TIMECARD

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Page 227 of 290

Name Steve Malone  
Dept. Phot

09/20/08

F

005210

Malone, Steve  
H

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT	2																(2)OT
Vacation																	
Sick																	
Holiday																	
Other																	

Comments OT CALLED OUT BY EDITOR TO SHOOT TASTE OF TOWN RESPONDED/CANCELED

Employee Signature

Steve Malone

Approved

[Signature]

10/04/08

F

SANTA BARBARA NEWS PRESS  
TIMECARD

005210

Malone, Steve  
H

Name Steve Malone

Pa

Dept. Photo

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT												2 1/2					2 1/2
Vacation																	
Sick																	
Holiday																	
Other																	

Comments 2 1/2 OT CARP WARRIOR IMAGERY LATE MEET

Employee Signature Steve Malone

Approved [Signature]

Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

11/23/2016

FOR PAYROLL USE ONLY  
Page 229 of 290

10/18/08

F

005210

Malone, Steve  
H

Name

Dept.

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT						1 <sup>A</sup>						2 <sup>B</sup>					3
Vacation																	
Sick																	
Holiday																	
Other																	

Comments (A) late tree down captioning lifestyle (B) early start early arrest late spts breaking down

Employee Signature

Approved

Name Steve Malone

Dept. Photo

11/01/08

005210

Malone, Steve

H

F

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT			3 <sup>A</sup>			2 <sup>B</sup>						2 <sup>C</sup>					7 hrs OT
Vacation																	
Sick																	
Holiday																	
Other																	

Comments (A) CAPP INAGERY MEET (LATE) SHORT LUNCH (B) Shorten Lunch hour to 1 hr (C) early TAS unneeded shortened lunch captioning high hydrant request Pix like memo

Employee Signature

*Steve Malone*

Approved

*[Signature]*



SANTA BARBARA NEWS-PRESS  
TIMECARD

11/15/08

F

005210

Malone, Steve

H

Name Steve Malone

Dept. Photo

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT			1 <sup>R</sup>		1 <sup>B</sup>			2					4 <sup>EDT</sup>	2		4 <sup>EDT</sup>	1/2-8 <sup>OT</sup> OT
Vacation																	
Sick																	
Holiday																	
Other													4 <sup>EDT</sup>				4 1/2 0
FIRE																	

Comments A Lake Veterans Parkripes for Lake Shasta Lunch noon assignments

B early Ventassel coat shortened lunch for tennis champs

Employee Signature

Steve Malone

Approved

[Signature]

TOTAL OT  
6 1/2

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name Steve Malone  
Dept. Photo

11/29/08  
005210  
Malone, Steve  
H



Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8					16	56
				1A		2B	1C	4									40T
Vacation												8		8		16	16
Sick																	
Holiday												8				8	8
Other																	

Comments A-FOOD HEART PART 2 NO LUNCH BREAK (B) NO LUNCH BREAK FIND RED CROSS COUNSELOR  
LATE TO CAPTION LIFE P. (C) 1.9.08 AS P.1

Employee Signature

*Steve Malone*

Approved

*[Signature]*



SANTA BARBARA NEWS-PRESS  
TIMECARD



12/13/08

Malone, Steve

Name Steve Malone

Pay Period Ending 12/12/08

Dept. Photo

Dept. # 507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT		1 <sup>m</sup>						1									1.07
Vacation																	
Sick																	
Holiday																	
Other																	

Comments no lunch in five ever w/ reports

Employee Signature Steve Malone

Approved [Signature]

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following and at each pay period.

**SANTA BARBARA NEWS-PRESS**  
TIMECARD

12/27/08

005210

Malone, Steve

H

Name

Steve Malone

Dept.

Photo

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8		8		32	72
										8							
Vacation																	
Sick																	
Holiday													8			8	8
Other																	

Comments

Employee Signature

Steve Malone

Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Name

Steve Malone

01/10/09

F

005210

Malone, Steve

H

Dept.

Photo

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked										8	8	8	8	8		40	40
								24		1 <sup>A</sup>			1 <sup>B</sup>	(25)		45	24
Vacation			8	8		8		<del>24</del>									<del>24</del>
Sick																	
Holiday					8			8									8
Other	8	8						8									8B-Da

Comments

(A) Camp SBSO STOP CAR TRUNK (B) LATE SPTS, BIZ YOGA CAPTIVATING  
2008 BIRTHDAY OFF

Employee Signature

Steve Malone

Approved

*[Signature]* *[Signature]* *[Signature]*

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

01/24/09

F

005210

Name

Steve Malone

P: Malone, Steve

H

Dept.

Photo

De,

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT		1 <sup>hr</sup>				2 <sup>hr</sup>		3									3 <sup>hr</sup>
Vacation																	
Sick																	
Holiday																	
Other																	

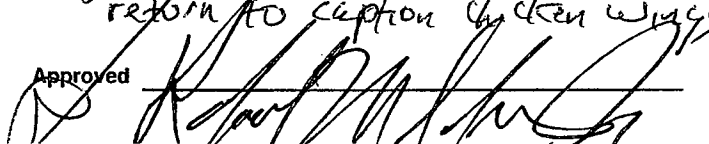
Comments

(A) 6 PM tree fire Rancheria near 101 (B) bank robbery & search Goleta  
return to caption chicken wings

Employee Signature

Steve Malone

Approved



\*\*\*Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Malone, Steve

H

Name

Steve Malone

Pay Period Ending

11/21/08

Dept.

Photo

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
						1 1/2				1	1	1 1/2					4 1/2
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

(A) WPM REQUEST FOR WEEKEND ART (ART OFF) FROZEN COMPUTER FROZEN PRINTER D (B) NO LUNCH  
BREAK LONG GOLFING COULG (C) BODY WATER PROBLEM & CATHETER D - check pipe call

Employee Signature

Steve Malone

Approved

Kurt

J

02/21/09

Filed: 11/23/2016

Page 238 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Malone, Steve

H

Name

Steve Malone

Pay Period Ending

12-01-01

Dept.

Photo

Dept. #

307

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked			8	8	8	8		32			8	8	8	8		32	<del>32</del> 64
OT											1						1 <del>1</del>
Vacation																	8
Sick																	
Holiday										8							8
Other		8															

Comments

OTHER LAST DAY 2008 VAC

OT = short lunch break NPP protest letu

Employee Signature

Steve Malone

Approved

Kuz

ception

03/07/09

Filed: 11/23/2016

Page 239 of 290

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Malone, Steve

Name Steve MalonePay Pk. HDept. PhotoDept. # 7

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT						4											4hr OT
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

OT. No lunch no dinner Kidnapping Coverage return & pursuit fix

Employee Signature

Steve Malone

Approved

*[Signature]*



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

03/21/09

F

005210

Malone, Steve

H

Pay Period Ending

Name

Steve Malone  
Photo

Dept.

Dept. #

507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
				2A		1B		3									30T
Vacation																	
Sick																	
Holiday																	
Other																	

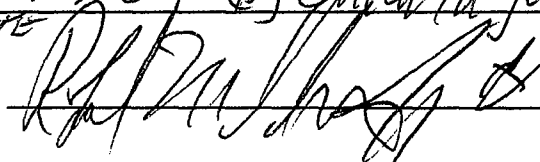
Comments

(A) Shorting lunch helping terminus court car into home Galek (B) Glitch in yobone  
ADN SHORT LUNCH SENT TO PERSON 200 STATE

Employee Signature

Steve Malone

Approved



\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

Malone, Steve

H

Name

Steve Malone

Pay Period Ending

APRIL 4, 09

Dept.

Photo

Dept. #

507

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40								40	40
				1 <sup>A</sup>	1 <sup>B</sup>			2									2 OT
Vacation										8	8	8	8	8			40
Sick																	
Holiday																	
Other																	

Comments

(A) early start Barbie Fashion Show with Ramirez stand off (B) early start cook lake rescue Hope Pa

Employee Signature

Steve Malone

Approved

R. M. Malone

Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

005210

Malone, Steve

Name

Steve Malone

Pay Pe.

H

Dept.

Photo

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
				A 1/2	AA 1			2 1/2			1 1/2	1 (C)				2	4 1/2 OT
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

(A) early start late cost no lunch on to funeral (AA) late cost noon hour  
early start Ventura no lunch on to Gene show (B) late tree down  
(C) no lunch filming assign fee party back order

Employee Signature

Steve Malone

Approved

RMF

\*\*\*Time cards must be submitted to supervisor before  
10 a.m. Sunday, following end of each pay period.

SANTA BARBARA NEWS-PRESS  
TIMECARD

05/02/09

005210

Malone, Steve

Name

Steve Malone

Pay F

H

Dept.

Photo

Dept. #

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
Vacation																	
Sick																	
Holiday																	
Other																	

Comments

Employee Signature

Steve Malone

Approved

[Signature]

[Signature]

USCA Case #15-1074  
Time cards must be submitted to supervisor before 10 a.m. Sunday, following end of each pay period.

Document #1647660

05/16/09  
005210  
Filed: 11/23/2016 Page 244 of 290

SANTA BARBARA NEWS-PRESS  
TIMECARD

Malone, Steve

Name Steve Malone

H  
Pay Period Ending                     

Dept. Photo

Dept. #                     

Hours	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 1	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Week 2	Total
Worked		8	8	8	8	8		40		8	8	8	8	8		40	80
OT		1 1/2	1														2 1/2
Vacation																	
Sick																	
Holiday																	
Other																	

Comments \* Shaken (wack) fire coverage (B) late breaking on firemen at coffee

Employee Signature Steve Malone Approved [Signature]

06/13/09

005210

Malone, Steve

H

## Santa Barbara News-Press Timesheet

RESP 1077  
JDA1126 Page 26 of 28

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: Steve MalonePay Period Ending: June 13 2009Department: Photo

Department #: \_\_\_\_\_

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only								
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday															
Monday	6-7	8:50	7	2	6:10	.8									
Tuesday	6-8	8:50	2	3	6:10	.8									
Wednesday	6-9	8:25	11	12	3:50	.8									
Thursday	6-10	9:00	2:30	3:30	6:05	.8									
Friday	6-11	8:50	3	4	6:15	.8									
Saturday															
Sunday															
Monday	6-12	9:10	2:30	7:30	6:15	.8									
Tuesday	6-13	8:50	1:00	2:00	6:10	.8									
Wednesday	6-14	8:45	2:30	3:30	6:00	.8									
Thursday	6-15	9:15	12:50	1:50	6:20	.8									
Friday	6-16	8:40				.8									
Saturday															
I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.							80								
							Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

Employee Certification

Supervisor Approval

## Santa Barbara News-Press Timesheet

Directions: Timecards must be completed in ink. Once completed, employees must sign the timecard and submit it to his/her supervisor Saturday at the end of each pay period.

Name: STEVE MALONE

Pay Period Ending: 6-30-09

Department: PHOTO

Department #: \_\_\_\_\_

	Date	In	Out	In	Out	Total Hours Worked	For Payroll Use Only								
							Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total	
Sunday															
Monday	5-18	8:55	1	2	6:05	8									
Tuesday	5-19	8:45	2	3	6:05	8									
Wednesday	5-20	8:55	12:30	1:30	6:05	8									
Thursday	5-21	8:50	12:30	1:30	6:10	8									
Friday	5-22	8:55	12:30	1:30	6:15	8									
Saturday															
Sunday															
Monday	5-24	8:55	11	12	6:10	8						8			
Tuesday	5-25	8:40	12:30	1:30	6:15	8									
Wednesday	5-26	8:55	12:30	1:30	6:10	8									
Thursday	5-27	8:45	2	3	6:00	8									
Friday	5-28	8:45	2	3	6:00	8									
Saturday															
						72	72					8			
							Total	Regular	Regular Overtime	Premium Overtime	Sick	Vacation	Holiday	Other	Total

I certify that the above hours are true and correct and that I have complied with all company policies regarding timekeeping. I also certify that I have received all breaks required by law, unless I have notified my supervisor in writing.

Steve Malone  
Employee Certification

[Signature]  
Supervisor Approval



**Santa Barbara News-Press****Time Off Form****Instructions:**

All employees are required to complete this form to document paid time off taken during each pay period. Please print legibly. Completed forms should be submitted to the employee's supervisor by the last Saturday of each pay period. Exempt employees are not required to complete the timesheet on the opposite side of this form.

Supervisors must verify that the staff member is eligible for paid time off, approve the form by signing in the designated area, and forwarding approved form to payroll by Saturday.

All paid time off must comply with News-Press policy and further documentation may be requested. Policy questions may be directed to the Human Resources Department.

Name STEVE MALONE  
Department PHOTO Pay Period Ending 5-30-09

REASON	DATE(S)	# OF DAYS	# OF HOURS
<input type="checkbox"/> Vacation			
<input type="checkbox"/> Sick Leave			
<input checked="" type="checkbox"/> Holiday (specify holiday below)	<u>MAY 25, 2009</u>	<u>1</u>	<u>8</u>
<input type="checkbox"/> Jury Duty			
<input type="checkbox"/> Bereavement (specify relationship below)			
<input type="checkbox"/> Other (explain below)			
TOTAL TIME OFF:			

**FURTHER EXPLANATION** (when required)

MAY 25th Memorial Day

Employee Signature

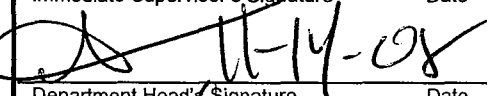

Date

Supervisor Signature

Date

**Santa Barbara News-Press****Performance  
Evaluation****Employee Information**

Marilyn McMahon	
Employee Name	
News	
Department	
Reporter	
Job Title	
Date Started Present Job	Date Started with SBNP
2008	2009
Date Last Review	Date Next Review

(Two Levels of Approval Required)	
Immediate Supervisor's Signature	Date
	11-14-08
Department Head's Signature	Date
	11/14/08
HR Department Signature	Date
Publisher's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐ **Job Description Reviewed**

- ☐ Changes made since last review  
☐ No changes necessary

**SB News-Press Performance Review...**

Performance Management plays a key role in helping the Santa Barbara News-Press fulfill its future goals. The Performance Management System is designed to provide you with constructive feedback on your performance and assist you with maximizing your productivity. The program is a comprehensive managerial process for developing an environment that enables each employee to reach his/her potential in pursuit of organizational objectives.

After you and your supervisor discuss your performance, the evaluation form will be returned to you for your signature to confirm that a discussion took place. You may, if you wish, enter additional comments of your own. A copy of the completed form, with your comments (if any), will be given to you and the original will be on file in the Human Resources Department.

Additional information regarding the Performance Management System can be found in your Employee Handbook.

## Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5** Always excels or exceeds standards.
- 4** Consistently meets standards.
- 3** Generally meets standards. Improvement possible.
- 2** Meets standards sometimes. Improvement needed.
- 1** Does not meet standards. Improvement required.

**1. Knowledge of the job. Consider job-specific criteria in addition to the following:**

Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating

4

Comments:

**2. Use of time and resources. Consider job-specific criteria in addition to the following:**

Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating

3

Comments:

Marilyn could do a better job of planning things out, so that things don't seem to be so burdensome. She sometimes looks at her load and sees an overwhelming amount of work, but when it gets to the calendar, it is quite manageable, even considering the variety of tasks.

**3. Accuracy/quality of work. Consider job-specific criteria in addition to the following:**

Produces accurate work according to instructions. Improves work based on feedback. Strives to continually improve the newspaper.

**Rating****3****Comments:**

Her features sparkle; her briefs and short items often read like the press releases from which they come. Whether she's doing the long piece or the short piece, every piece deserves that sparkle.

**4. Productivity/volume of work. Consider job-specific criteria in addition to the following:**

Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

**Rating****4****Comments:**

Marilyn should strive for more shorter pieces versus fewer longer pieces.

**5. Communication. Consider job-specific criteria in addition to the following:**

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

**Rating****3****Comments:**

When things aren't going right, like when it looks like Marilyn won't hit a deadline, she needs to do a better job of saying so.

**6. Initiative. Consider job-specific criteria in addition to the following:**

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

**Rating****Comments:****3**

Marilyn comes up with nice feature ideas. But when asked to submit new story ideas, that's what she needs to bring. Not some of the same ideas from the last go-round.

**7. Professionalism. Consider job-specific criteria in addition to the following:**

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

**Rating****Comments:****3****8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following:**

Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgement regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

**Rating****Comments:****4**

## **Future Performance Objectives**

(Describe 1 - 3 mutually developed objectives.)

1. Objective:

2. Objective:

3. Objective:

### **Overall Performance**

Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

3.37

**Employee Comments (Optional)**

Employee's Signature *Marissa Thompson* Date *7/13/09*  
(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

SBNP/revised- June 2004



# Santa Barbara News-Press

## Performance Evaluation

### Employee Information

Dennis Bateman	
Employee Name	
News	
Department	
Reporter	
Job Title	
Date Started Present Job	Date Started with SBNP
2008	2009
Date Last Review	Date Next Review

(Two Levels of Approval Required)	
Immediate Supervisor's Signature	Date
<i>[Signature]</i>	11-14-08
Department Head's Signature	Date
<i>[Signature]</i>	11/14/08
HR Department Signature	Date
Publisher's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐

### Job Description Reviewed

☐

Changes made since last review

☐

No changes necessary

## SB News-Press Performance Review...

Performance Management plays a key role in helping the Santa Barbara News-Press fulfill its future goals. The Performance Management System is designed to provide you with constructive feedback on your performance and assist you with maximizing your productivity. The program is a comprehensive managerial process for developing an environment that enables each employee to reach his/her potential in pursuit of organizational objectives.

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## Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5** Always excels or exceeds standards.
- 4** Consistently meets standards.
- 3** Generally meets standards. Improvement possible.
- 2** Meets standards sometimes. Improvement needed.
- 1** Does not meet standards. Improvement required.

**1. Knowledge of the job. Consider job-specific criteria in addition to the following:**

Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating

4

Comments:

Dennis is clear on what has to happen whether he's in writer mode or designer mode, and he is competent at both.

**2. Use of time and resources. Consider job-specific criteria in addition to the following:**

Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating

4

Comments:

**3. Accuracy/quality of work. Consider job-specific criteria in addition to the following:**

Produces accurate work according to instructions. Improves work based on feedback. Strives to continually improve the newspaper.

**Rating****3****Comments:****4. Productivity/volume of work. Consider job-specific criteria in addition to the following:**

Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

**Rating****4****Comments:**

Dennis contributes so much to the paper, from his prep reports to his designing. He is a shining multitasker, which makes him a terrific producer.

**5. Communication. Consider job-specific criteria in addition to the following:**

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

**Rating****4****Comments:**

When things are going right and wrong, Dennis does a good job at letting you know. And he asks when he sees a need for direction.

**6. Initiative. Consider job-specific criteria in addition to the following:**

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

Rating

4

Comments:

Like any reporter, Dennis could settle for doing the same thing game after game, but he strives to make the next lead better than the last. He sincerely wants the News-Press to have a top-notch sports report -- and his contributions show as much.

**7. Professionalism. Consider job-specific criteria in addition to the following:**

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

Rating

4

Comments:

**8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following:**

Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgement regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

Rating

4

Comments:

## **Future Performance Objectives**

(Describe 1 - 3 mutually developed objectives.)

1. Objective:

2. Objective:

3. Objective:

### **Overall Performance**

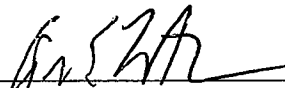
Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

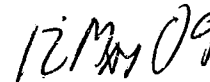
3.87

**Employee Comments (Optional)**

Employee's Signature



Date



*(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)*

SBNP/revised- June 2004

# Santa Barbara News-Press

## Performance Evaluation

### Employee Information

Tom De Walt	
Employee Name	
News	
Department	
Graphic artist	
Job Title	
Date Started Present Job	Date Started with SBNP
2008	2009
Date Last Review	Date Next Review

(Two Levels of Approval Required)	
Immediate Supervisor's Signature	Date
Department Head's Signature	Date
HR Department Signature	Date
Publisher's Signature	Date

Copies: ☒ Employee ☐ Supervisor ☒ HR Department ☐ Publisher's Office

### ☐ Job Description Reviewed

- ☐ Changes made since last review  
☐ No changes necessary

## SB News-Press Performance Review...

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## Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5 Always excels or exceeds standards.
- 4 Consistently meets standards.
- 3 Generally meets standards. Improvement possible.
- 2 Meets standards sometimes. Improvement needed.
- 1 Does not meet standards. Improvement required.

**1. Knowledge of the job. Consider job-specific criteria in addition to the following:**

Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating

5

Comments:

Tom knows the computer-aided graphic design environment inside and out. He pitches ideas to make things better, and is always mindful of how his work can improve the readability of the papers.

**2. Use of time and resources. Consider job-specific criteria in addition to the following:**

Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating

4

Comments:

**3. Accuracy/quality of work. Consider job-specific criteria in addition to the following:**

Produces accurate work according to instructions. Improves work based on feedback. Strives to continually improve the newspaper.

**Rating****4****Comments:**

No one around here does a better job than Tom. Whether it's the time-consuming large explainer graphics -- that tell a story all on their own -- or taking a breaking story and turning it into a simple chart or graph, Tom does it all deftly.

**4. Productivity/volume of work. Consider job-specific criteria in addition to the following:**

Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

**Rating****5****Comments:**

When asked, he does. And when not asked, he asks, "Can I...?"

**5. Communication. Consider job-specific criteria in addition to the following:**

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

**Rating****4****Comments:**

We always know what Tom is working on. And he is ever-ready to offer insight on how his art can enhance a story. I would like to see him contribute more to the Life section.

**6. Initiative. Consider job-specific criteria in addition to the following:**

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

**Rating****Comments:****5****7. Professionalism. Consider job-specific criteria in addition to the following:**

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

**Rating****Comments:****5****8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following:**

Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgement regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

**Rating****Comments:****5**

## **Future Performance Objectives**

(Describe 1 - 3 mutually developed objectives.)

1. Objective:

2. Objective:

3. Objective:

### **Overall Performance**

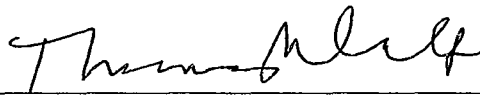
Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

4.62

**Employee Comments (Optional)**

Employee's Signature



Date

5-12-09

*(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)*

SBNP/revised- June 2004

**Employee Comments (Optional)**

For 6 mos of 2008 I designed, by myself the Valley Living magazine in the new program 5.5. I volunteered to do this, in addition to my regular duties as graphic artist. Learning 5.5 took time, my personal time to do, even in the face of at least one co-worker telling me, "You'll be sorry you volunteered." Well, I'm not sorry and I will always go the extra mile. I'm proud of all my accomplishments in 2008 but particularly this one and I want it in my review. I've also volunteered to help train 20 workers in the 5.5 turn over.

Respectfully, Tom DeWalt

Employee's Signature

*Copy*

Date

5-12-09

(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)

6pm

SBNP/revised- June 2004

# Santa Barbara News-Press

## Performance Evaluation

### Employee Information

Steve Malone

Employee Name

Photography

Department

Staff-Photographer

Job Title

Date Started Present Job

Date Started with SBNP

Date Last Review

Date Next Review

(Two Levels of Approval Required)	
Immediate Supervisor's Signature	Date
Department Head's Signature	Date
HR Department Signature	Date
Publisher's Signature	Date

Copies: ☐ Employee ☐ Supervisor ☐ HR Department ☐ Publisher's Office

☐

### Job Description Reviewed

☒

Changes made since last review

☐

No changes necessary

## SB News-Press Performance Review...

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## Standards

Discuss strengths and weaknesses for the performance of the following standards using the scale below:

- 5** Always excels or exceeds standards.
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- 1** Does not meet standards. Improvement required.

**1. Knowledge of the job. Consider job-specific criteria in addition to the following:**

Demonstrates proficiency in the technical skills required of job. Exhibits ability to solve problems creatively and efficiently. Examines options and makes decisions in a timely manner. Considers relationship of own work to others in the department and the rest of the newspaper. Interacts with members of the team, department and organization effectively. Applies experience from successes and mistakes to improve performance. Demonstrates ability to motivate and develop a team through example and challenge (supervisors).

Rating 5  
Comments: \_\_\_\_\_

Steve demonstrates proficiency in the technical skills required for the job. He's skill in lessening to scanner traffic to determine if the call is worth rolling on saves time. He's willing to seek the opinion of other team members in selecting a picture to go with story. He is the model in covering spot news by being at the right place and time and know what location to go to and the route to take depending on the time of day.

**2. Use of time and resources. Consider job-specific criteria in addition to the following:**

Manages time effectively. Organizes work logically and systematically. When necessary adjusts priorities appropriately. Meets deadlines consistently. Follows through on assigned tasks. Uses available resources effectively. Is able to anticipate problems and has contingency plans in place. Considers impact on budget when making decisions (non-supervisors). Demonstrates ability to control costs and meet budgetary goals (supervisors).

Rating 4  
Comments: \_\_\_\_\_

Steve could take fewer images per assignment shorting his editing time and allowing more time for captioning and proof out photos for daily 2:30 pm editors meeting. Steve has been improving his skills in using his laptop and sending image remotely to News-Press FTP site from the field, giving the department more flexibility in covering late Carpinteria assignments.

**3. Accuracy/quality of work. Consider job-specific criteria in addition to the following:**

Produces accurate work according to instructions. Improves work based on feedback. Strives to continually improve the newspaper.

Rating 4  
Comments:

Steve makes great efforts to shoot accurate photos that fairly portray his subjects and more than willing to reshoot and assignment. He's caption have improved by being more complete, as well as, photo file re-naming.

**4. Productivity/volume of work. Consider job-specific criteria in addition to the following:**

Generates an acceptable volume of work. Works independently with appropriate level of supervision. Is able to learn new procedures and systems at an acceptable pace.

Rating 4  
Comments:

Steve is able to do his job with a minimum of supervision because of having more than 37 years with the News-Press. He uses his own cameras, lens, flash and police scanner equipment to cover his assignments. This year he was supplied with a company laptop, allowing him to transmit photo to the News-Press from the field, making his image available to the web sooner. His laptop has greatly improved the photo departments coverage of breaking news for the web.

**5. Communication. Consider job-specific criteria in addition to the following:**

Expresses thoughts clearly when speaking and writing. Listens attentively and seeks clarity when needed. Provides timely information to team members, supervisors and other departments about ongoing projects. Demonstrates courtesy when communicating with the public and co-workers. Recognizes when tenacity is helpful and when it is time to accept a supervisor's decision. Addresses personnel issues quickly to achieve resolution (supervisors).

Rating 5  
Comments:

Steve, understands the needs of editors, reports, and the subjects he's photographing and if he don't he ask. He is interested in every assignment he shoots. He isn't afraid to ask hard questions of sources and is respectful at all time. His knowledge of the Santa Barbara community is one of the greats assets Steve brings to job every day and has the willingness to share the information with new reports and editors in the newsroom.

**6. Initiative. Consider job-specific criteria in addition to the following:**

Recommends ways to improve the flow of work and processes. Demonstrates innovation and looks for opportunities to improve the quality of the newspaper. Initiates requests for new assignments and offers to help others. Takes appropriate follow-up actions. Delivers more than the minimum required.

**Rating**

5

**Comments:**

Steve, volunteers to shoot assignment that some times involves overtime. He always want to improve on his photographs by going back at different time of day for the lighting. Always delivers more images than we can use. Steve is the hardest worker in the department. He makes sure his work is done for before he leaves for the day.

**7. Professionalism. Consider job-specific criteria in addition to the following:**

Arrives punctually for work and meetings. Comes prepared for the task at hand. Remains calm in stressful situations. Demonstrates the highest ethical standards.

**Rating**

5

**Comments:**

Even when the stress is high, he is a professional. He has the respect of his colleagues, and the community speaks highly of him. If a 6 was possible, he'd deserve it. He regularly keep me update on his location and statues through the day.

**8. Procedures, guidelines & goals. Consider job-specific criteria in addition to the following:**

Follows department and company procedures in a timely manner. Demonstrates knowledge of company goals and strives to achieve them. Promotes new policies and procedures to support company goals. Uses good judgement regarding safety. Is able to set clear goals, delegates effectively and establishes accountability (supervisors).

**Rating**

5

**Comments:**

Steve is the best in the department in following department and company procedures in a timely manner. He demonstrates knowledge of News-Press goals and strives to achieve them. Uses good judgement regarding safety, and wanting to support News-Press advertisers.

## **Future Performance Objectives**

(Describe 1 - 3 mutually developed objectives.)

1. Objective:

2. Objective:

3. Objective:

### **Overall Performance**

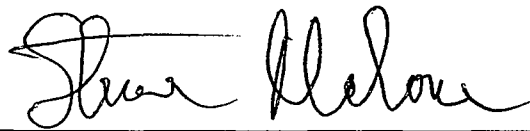
Considering the performance of the Standards calculate the employee's overall job effectiveness as you see it.

Calculate the average of the performance standards by adding them and dividing by 8.

4.62

**Employee Comments (Optional)**

Employee's Signature



Date

5-15-09

*(Your signature indicates that this evaluation has been discussed with you. It does not necessarily imply agreement.)*

SBNP/revised- June 2004

STORY SLUG: PAUL BERENSON: SATURDAY, JULY 29, 2006- HOUR 3/VAGNES HUFF: PAUL BERENSON TAPE HOUR3/PAGE 1 of 17  
INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

**TAPE NUMBER: HOUR3**

[HOUR3]00:00:08

ANNOUNCER

It is now time for the third hour of Santa Barbara's only Progressive talk show, The Paul Berenson Show, with your host, Paul Berenson.

[HOUR3]00:00:14

PAUL BERENSON

Hey, back again, Santa Barbara News-Press has been in the news the last two or three weeks all over the world, and we've got labor leader Marty Keegan with us, Marty, great to have you here.

[HOUR3]00:00:27

MARTY KEEGAN

Thank you very much, Paul.

[HOUR3]00:00:27

PAUL BERENSON

And attorney, labor attorney, Ira Gottlieb, Ira, great to have you on the show.

[HOUR3]00:00:31

IRA GOTTLIEB

Nice to be here, thanks for inviting me.

[HOUR3]00:00:33

PAUL BERENSON

Yeah, I had everybody else on your family here, so, (LAUGH) we've got to have you, (LAUGH) too. You're Marcy Winograd's husband, okay, (UNINTELLIGIBLE) ...

[HOUR3]00:00:41

IRA GOTTLIEB

(OVERLAPPING) I confess.

[HOUR3]00:00:41

PAUL BERENSON

...and we're gonna try and get (SOUNDS LIKE) Patti on the show to talk about the stock market piece that she wrote about you last week.

[HOUR3]00:00:48

IRA GOTTLIEB

Okay.

[HOUR3]00:00:49

PAUL BERENSON

Okay, I'll...

[HOUR3]00:00:49

PAUL BERENSON

Okay, News-Press here, interesting story in today's LA Times, so, let's start here. Three of LA billionaires have, are trying to buy the LA Times, (SOUNDS LIKE) Eli Broad, Ron Burkle, and David Geffen. Local ownership of the media, we have that with the Santa Barbara News-Press, but we're Clear Channel, and we're the ones who get bashed (STAMMERS) for trying to control the media. And, you know, local ownership, how important is local ownership, Marty?

[HOUR3]00:01:19

MARTY KEEGAN

Well, yeah, I'm sorry. I, that, yeah, it's, listen, it, this is a, it, it's an interesting thing. I'd like to say that it's a, simply a situation that's happening in Santa Barbara. But we're starting to see it everywhere. At the Philadelphia Enquirer, a local gentleman who was a billionaire purchased that paper. Again, with the LA Times facing this possible purchase from Geffen and the other two gentlemen, as we start to look at this, there's an upside. There's certainly a dangerous side to this.

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NLRB00490

STORY SLUG: PAUL BERENSON: SATURDAY, JULY 29, 2006 - HOUR 3/AGNES HUFF: PAUL BERENSON TAPE HOUR3 / PAGE: 2 of 17  
INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE; MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:01:47

MARTY KEEGAN (CONTINUED)

And that is that as these people start to purchase these newspapers, they start to impose basically their will from not only the editorial pages but into the news sections, demanding that news is covered the way they see news to be covered.

[HOUR3]00:01:59

PAUL BERENSON

You know, it's funny, because it's interesting that David Geffen is involved in this, 'cause David Geffen shares something with Wendy McCaw. They're both, try to keep people from using the beach anywhere near their house. McCaw has a (STAMMERS) bluff top mansion, and she actually went to the Supreme Court to try to overturn, to try to get the Coastal Commission disbanded because they wouldn't let her close her beach below her mansion.

[HOUR3]00:02:31

MARTY KEEGAN

And, and Geffen's doing the same thing, is that correct?

[HOUR3]00:02:31

PAUL BERENSON

Yeah.

[HOUR3]00:02:33

IRA GOTTLIEB

Yeah, in Malibu, he's, that's been his thing for quite a while. He's had that battle.

[HOUR3]00:02:37

PAUL BERENSON

Yeah, Doonesbury did a whole series on that.

[HOUR3]00:02:42

MARTY KEEGAN

Right, well, that's, again, what, what, what we've got is a situation where, and this is, this is obviously where, where the, the Santa Barbara News-Press comes in, is that with, with the ownership being put in this position, and then, the will of that owner spilling over into the newsroom, well, we've got the situation that we've got, with (STAMMERS) resignations of the editors, and some of the key reporters now, and the situation is still very, very heated up there.

[HOUR3]00:03:13

PAUL BERENSON

What about, there was something. There was a big forum Wednesday night at Victoria theater, or whatever building is the Victoria theater there, And my mind just went blank, (LAUGH) but okay.

[HOUR3]00:03:31

MARTY KEEGAN

Well, there was a, there was a forum. There were, there were six speakers, and (STAMMERS) one of them was, one of the past editors. One's a current news reporter. And the others are experts in the area of basically freedom of, of the press. And I, I thought, it was a, it was a interesting forum, to say the least. And boy, I'll tell you. There was a large attendance.

[HOUR3]00:03:54

PAUL BERENSON

Overflowing?

[HOUR3]00:03:55

MARTY KEEGAN

It was. There were people in the street being turned away. The community has obviously really turned into a, at least tuned into this issue. And, and I, I can tell you that they are very concerned that their paper's not going to represent what they feel to be truthful or, or, or at least ethical journalism.

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STORY SLUG: PAUL BERENSON: SATURDAY, JULY 29, 2006 - HOUR 3/AGNES HUFF: PAUL BERENSON TAPE HOUR3 / PAGE: 3 OF 17  
INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:04:14

IRA GOTTLIEB

Yeah, as I understand it, this paper has been in the community for a very long time, and it's relied on for the local news, and has always been considered having, has always had a reputation for independence and quality reporting. And there's now some concern with this mass resignation of editors (SOUNDS LIKE) that, and how they're treating the (STAMMERS) reporters and other employees generally, that this may go out the window.

[HOUR3]00:04:42

PAUL BERENSON

One of the things I noticed here was, you've got Wendy McCaw owns this, and she hired Travis Armstrong, who is known as poison pen around here. He just smears and attacks people personally. When Wendy was fighting her battle against the Coastal Commission, somebody wrote an op-ed piece for the Coastal Commission, which ran on the op-ed page. On the front page was a rebuttal to it, written by Travis Armstrong, I believe, with, you know, (STAMMERS) a disclaimer saying, you know, this is what the issue is all about.

[HOUR3]00:05:19

PAUL BERENSON (CONTINUED)

But the Coastal Commission person has an article in the op-ed piece where they do, where they oppose this, but the front page story was about the Coastal Commission op-ed piece in the op-ed section.

[HOUR3]00:05:36

MARTY KEEGAN

Well, that's, the, the, that's the interesting part of this, and I, and I can tell you, Paul, that, that, you know, as this gets further in, what we're seeing is it's somewhat convoluted. We're not sure of the, of, of the (STAMMERS), of the, the real direction. The paper is, without a question, trying to replace these editors now. And I, I can tell you, it's very confusing there, no, no question about it.

[HOUR3]00:06:00

PAUL BERENSON

I've got a friend who used to work in radio, and gathered some sanity at some point, and get into a different business, (LAUGH) but, but he, I was talking to him last week. He's, oh, I want to be around Wendy McCaw. I, I'm thinking of applying for a job there as a journalist. Have you ever had any experience in journalism? None, but that doesn't matter. I just (LAUGH) can suck up to Wendy McCaw and Travis Armstrong. (SOUNDS LIKE) You know, he'd probably get a job.

[HOUR3]00:06:22

MARTY KEEGAN

Well, well, I don't know how far that's gone, but I will say this. Again, here, here, here's, here's where the problem lies, and it, and it's, and it's a very important problem because the community and the people that want to read this paper, and, and especially your listeners, I tell you that when you pick that paper up in the morning, if it's your community paper, if it's your national paper, whatever it is, you expect to see what you would call fair and balanced news, or in this case, at least objective reporting.

[HOUR3]00:06:51

MARTY KEEGAN (CONTINUED)

You don't want to pick up something that may simply be a slant or a, or a political agenda, and, and, and that certainly is not the news. And I know someone at the forum mentioned that Wendy may own the paper but she doesn't own the news. Well, I, I can say that the struggle is simply, and it's not just here at, at, at the Santa Barbara paper, but it's everywhere, that the, the, the reporters are, are under the gun and being pushed to report news in certain manners.

[HOUR3]00:07:22

MARTY KEEGAN (CONTINUED)

And, and of course, they've got ethics, and, and, and (STAMMERS) in journalism that they've got to try to stand up for, and this is becoming a big struggle nationally.

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INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:07:29

PAUL BERENSON

One of the things, I remember what I wanted to say there, when I lost my train of thought. I had talked to one of the writers there, who wrote a critical piece of city councilman, and the editorial page editor, Travis Armstrong, took it and ran with it, and left out, you know, just kind of selectively picked parts of it to write about to smear this person. And I talked to the reporter recently.

[HOUR3]00:07:54

PAUL BERENSON (CONTINUED)

And I said, you know, it's like, you know, did, you know, basically, you're kind of, you know, this, this wasn't really true, and you knew it wasn't true. And, you know, why did you, you know, what did you do there? And he says, well, you know, I was as hard on the other Progressive candidate, too.

[HOUR3]00:08:12

MARTY KEEGAN

Oh.

[HOUR3]00:08:12

PAUL BERENSON

You know, and that said some, that said volumes to me right there.

[HOUR3]00:08:17

MARTY KEEGAN

Well, I, you know, Ira, I don't know if you want to comment on that, but I think that that's, that, that is part of where the problem lies, and I can tell you this. It, it's, it's a very interesting conundrum for a writer, when you know you're reporting something that not necessarily is, is an exact lie, but it's definitely in your opinion as a, as a reporter, does not reflect exactly what the story is, what do you do?

[HOUR3]00:08:43

MARTY KEEGAN (CONTINUED)

And, and, and, and part of that struggle has been exactly what the staff faced there, and, and, and nine of the editors themselves decided to simply resign based on ethical, ethical questions, and they could not continue under those circumstances based on, on, on those questions of ethics. They had to throw in the towel.

[HOUR3]00:09:04

IRA GOTTLIEB

You know, what, what's going on there, Paul, is, is, is the wall between the editorial and the ownership, and, I should say the editorial page, and run by the ownership, and the other writing in the paper, which is supposed to be news, is supposed to be objective, I hate to use the word fair and balanced.

[HOUR3]00:09:21

PAUL BERENSON

(LAUGH) Yeah, I know.

[HOUR3]00:09:21

IRA GOTTLIEB

(SOUNDS LIKE) 'Cause who else uses it? (LAUGH) But (STAMMERS), and that wall is coming down. And that's what led to the editors exiting. And that is what's making the reporters there look for some support collectively, and what's making them look for some support from the community. And that's why it's become such big news in Santa Barbara.

[HOUR3]00:09:47

PAUL BERENSON

Ira, there was originally a gag order at the Santa Barbara News-Press.

[HOUR3]00:09:50

IRA GOTTLIEB

Mm hmm.

[HOUR3]00:09:51

PAUL BERENSON

What's the status of that right now?

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RESP 1105  
JDA1157 Page 4 of 17

STORY SLUG: PAUL BERENSON: SATURDAY, JULY 29, 2006 - HOUR 3/AGNES HUFF: PAUL BERENSON TAPE HOUR3 / PAGE: 5 OF 17  
INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:09:53

IRA GOTTLIEB

Well, what happened was, I gather, back about a month ago, there was a gag order that seemed on it, seemed literally to prevent any employee at the paper from talking about their own terms and conditions of employment, and, and what the situation was at the paper. If you read it quite literally, it seemed to, to impinge on their rights, 'cause it's illegal to, to repress people in that way at the workplace.

[HOUR3]00:10:27

IRA GOTTLIEB (CONTINUED)

And we were coming up there last week to announce that we were gonna file an unfair labor practice charge with the National Labor Relations Board to protest and challenge that gag order. And that very day, they changed, the paper changed the gag order, and at least tried to indicate in a new (STAMMERS) employee rule that they just promulgated that day that we were up there for the conference, that, that you could, in fact, talk about your terms and conditions of employment and talk about mutual aid and protection.

[HOUR3]00:10:59

IRA GOTTLIEB (CONTINUED)

And that's the actual language that's now, for the first time, in this employee rule. So, they, they've, must have gotten word about what we were doing, and changed it to at least come closer to conforming with the law.

[HOUR3]00:11:15

PAUL BERENSON

Paul Berenson Show, news radio 990, KTMS, we're here with labor leader, Marty Keegan, who's organizing, who's (STAMMERS) (SOUNDS LIKE) taught, organizing Santa Barbara News-Press newsroom, and Ira Gottlieb, an attorney, a labor attorney, from Los Angeles, who's also involved in this. And let's talk some more about this. We're gonna take a break here, so, let's take our break, and we'll be back in a couple minutes. (TECHNICAL)

[HOUR3]00:11:38

PAUL BERENSON (CONTINUED)

Back to the Paul Berenson Show, news radio 990 KTMS, we're here with labor leader Marty Keegan.

[HOUR3]00:11:42

MARTY KEEGAN

(UNINTELLIGIBLE) (SOUNDS LIKE) Yes, I did. Actually, I talked to her at length.

[HOUR3]00:11:43

PAUL BERENSON

And attorney Ira Gottlieb, and we're on the air. (LAUGH) And we're talking about the Santa Barbara News-Press, Marty, Ira.

[HOUR3]00:11:53

IRA GOTTLIEB

How you doing?

[HOUR3]00:11:53

PAUL BERENSON

Good.

[HOUR3]00:11:54

MARTY KEEGAN

Good, good afternoon.

[HOUR3]00:11:55

PAUL BERENSON

Got a cartoon from the Ventura County Star a few miles down the road here from, it's from a few days ago, (SOUNDS LIKE) Santa Barbara News-Suppress, (LAUGH) all the news that fits our owner's peculiar whims, happy news, ads, and opinions all squished together. If it appears in a newspaper, then, it must be news, right?

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STORY SLUG: PAUL BERENSON: SATURDAY, JULY 29, 2006 - HOUR 3/AGNES HUFF: PAUL BERENSON TAPE HOUR3/PAGE: 6 of 17  
INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:12:18

MARTY KEEGAN

(LAUGH) Well, unfortunately, that's actually sad, and (LAUGH) that's, that's what's caused, you know, this, this complete situation, and it's, it's continuing. I can tell you that the staff has attempted now to reach out to the administration of the newspaper to sit down and have discussions over this issue. And they've been rebuffed and told, in a letter, apparently, that they do not want to sit down.

[HOUR3]00:12:44

MARTY KEEGAN (CONTINUED)

And now, we haven't heard anything recently since, since that last communiqué, but I know that the staff is attempting, that every, very angle and every way they can reach out to administration, they want to sit down and, and start to resolve these issues. But they want to make sure that if they're gonna do it, that it's in writing in a collective bargaining agreement so the, their interests are protected.

[HOUR3]00:13:10

PAUL BERENSON

This is the, this is our community record of newspaper, has been, this is our news. This is our record, newspaper of record for our community. (SOUNDS LIKE) God, I, I'm a talk show host. I can't even talk sometimes. (LAUGH) This is our newspaper of record for our community for over 100 years. It's transcended Wendy McCaw by a long time. She's a steward of it. What do you..

[HOUR3]00:13:32

MARTY KEEGAN

(WORD?)

[HOUR3]00:13:32

PAUL BERENSON

Think about that? (SOUNDS LIKE) There was talk about that. It's, like, she owns a football team.

[HOUR3]00:13:36

IRA GOTTLIEB

Well, it is, it's a shame when, you know, (STAMMERS) somebody comes into a community and, and they're, and they do acquire an institution, whether it's a, a, a, a (SOUNDS LIKE) vaunted team that, that's always has brought the community together, it, it, there is a public quality, whether that's legal or not. And I can, speaking a little out of turn here, because it, I mean, it's not strictly a legal issue, but it, like any institution that's been around for a long time, and people get used to it, people identify with it, and people have certain expectations for it.

[HOUR3]00:14:10

IRA GOTTLIEB (CONTINUED)

When it, (STAMMERS) it goes sour, it, it, it harms the community in ways that goes beyond really money or, or business concerns, It goes into community morale. It goes into the quality of life in a, in a place you live.

[HOUR3]00:14:25

PAUL BERENSON

Yeah, the, how are you doing with the labor organizing with the News-Press? Does, does it look like they're going to give or anything, or who's the (STAMMERS), who's the law firm they hired to fight you guys?

[HOUR3]00:14:40

IRA GOTTLIEB

Well, I'll let Marty ask the (STAMMERS), answer the part about how it's going or, other than to say that, you know, so far, they've been pretty (STAMMERS) resistant, the management has. I understand that they've hired a firm called Ogletree Deakins, which is a firm, a union busting firm out of Atlanta, which does have an LA office. And I understand they hired a, a gentleman named (SOUNDS LIKE) Scott Widlan, who is an experienced anti-union lawyer in LA.

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RESP 1105  
JDA1159 Page 6 of 17

STORY SLUG: PAUL BERENSON: SATURDAY, JULY 29, 2006 - HOUR 3/AGNES HUFF: PAUL BERENSON TAPE HOUR3 / PAGE: 7 OF 17  
INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:15:11

IRA GOTTLIEB (CONTINUED)

And, and (STAMMERS), and at this point, we, all the signs seem to point to an ongoing battle and resistance but the union and the reporters are, (STAMMERS) are energized and motivated, and have been doing quite a job motivating, keeping themselves motivated, and keeping the, again, the community involved.

[HOUR3]00:15:37

MARTY KEEGAN

Yeah, Paul, I'll, I'll tell you, the staff, without question, and reporters there, are, are absolutely, in my opinion, on the same page. They're moving in a direction. The company at this point, like I said, with the hiring of these anti-union lawyers, that's not a good sign and means instead of her trying to resolve the issues, it's, it's digging in, and, and, and that's, that's without question causing the opposite and equal reaction, which is, we have been out now.

[HOUR3]00:16:08

MARTY KEEGAN (CONTINUED)

And we are talking to the community. We started with a, a couple press conferences, and we've moved on now to, we now have 15,000 cards out in the community, asking for people to pledge to cancel their paper as of September 5th if these issues and these concerns of the staff are not resolved to their, to, to their satisfaction. We are everywhere. This weekend, we're going to be at the, the fairs, the festivals, the, we're going to be in the shopping centers. We are everywhere.

[HOUR3]00:16:44

MARTY KEEGAN (CONTINUED)

And we are passing cards out. On top of that, we've already started a programmed outreach to the politicians for their support. We will be and are already reaching out to advertisers, and we'll be asking for their support. The religious community will be contacted or is already being contacted. We have or will be putting together a delegation of people that are very important individuals from the community, who will be trying to approach Wendy in an attempt to resolve this issue.

[HOUR3]00:17:15

MARTY KEEGAN (CONTINUED)

Meanwhile, we will be moving forward with the campaign, the, for recognition for the union, and we are putting together a complete program around that to reach out to every segment of the community.

[HOUR3]00:17:30

PAUL BERENSON

Paul Berenson Show on news radio 990 KTMS, we're here with News-Press labor leader Marty Keegan and attorney, (STAMMERS) labor attorney Ira Gottlieb. We're talking about the sorry mess at the News-Press. And, you know, just what's happening to our local newspaper. We had nine editors and columnists resign. These are good jobs that are hard to come by. And, you know, there's another column from last Sunday's News-Press by their CEO and editor, Randy Alcorn, where he's talking about, you know, a lot of people can't afford to walk away from their mortgages, and their families, and their job.

[HOUR3]00:18:06

MARTY KEEGAN

Well, that's all true, and that's part of the reason we've launched this program. We know that people that resign did so because they (STAMMERS), their, no question about their integrity and the fact that they felt they could not continue under these circumstances. The employees that felt they wanted to stay and fight are the ones that we've met with now, and, and organized into a, a, a, a committee to get recognition for the union.

[HOUR3]00:18:34

MARTY KEEGAN (CONTINUED)

And at the same time, if you don't mind, Paul, I'd like to say, we've set up a Website. It's www and then one word, savethenewspress.com, And we've got all the information up there. There's all the news items up there. And also, there's a cancellation or a pledge for cancellation of subscriptions there that you can download and send to the Santa Barbara News-Press.

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NLRB00496

JDA1160 Page 7 of 17  
RESP 1105

STORY SLUG: PAUL BERENSON: SATURDAY, JULY 29, 2006 - HOUR 3/AGNES HUFF: PAUL BERENSON TAPE HOUR3/PAGE: 8 of 17  
INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:19:02

IRA GOTTLIEB

I would just add, Paul, that, that the fact that so many folks resigned, and obviously, as you point out, that that's about as consequential an employment action as any individual can do.

[HOUR3]00:19:13

PAUL BERENSON

Mm hmm.

[HOUR3]00:19:14

IRA GOTTLIEB

And doing it en masse shows how, how significant and how egregious the situation was that they would walk away from a good job, from a, from a paper that is so well respected in the community.

[HOUR3]00:19:30

PAUL BERENSON

Yeah, savethenewspress.com, I cancelled my subscription right after this whole controversy.

[HOUR3]00:19:37

MARTY KEEGAN

Thank you, Paul, I, you know, I...

[HOUR3]00:19:39

PAUL BERENSON

Sure.

[HOUR3]00:19:40

MARTY KEEGAN

I think, and this is, this is the amazing part, as Ira and I talk, and I want you to know that the, the people that work there really anguished over this decision. This was not easy for them because it's the paper that they love, the paper they're fighting really to save, and, and, but they felt that if they could not get the administration's, at least, attention on this situation, that there wouldn't be any other way then to bring the community into this.

[HOUR3]00:20:06

MARTY KEEGAN (CONTINUED)

And I can say, before we even called for cancellations, they were coming in by the hundreds, (LAUGH) and we don't know at this point. We are gonna try to get the ABC to audit and see what the circulation numbers will be around September 5th, when we turn in our, our, our cancellations. But I can tell you, it's a fantastic response we're getting from the public and the support is growing every day.

[HOUR3]00:20:33

PAUL BERENSON

This is a fact. It seems like journalistic integrity is being assaulted now on (STAMMERS), on various levels, on, at every level, from the News-Press to The New York Times, and Judith Miller, and, you know, (STAMMERS) where are we going with the free press? See anything there? Ira, you probably have comments on that.

[HOUR3]00:20:49

IRA GOTTLIEB

(LAUGH) Oh, well, you know, I mean, you're, now, you're kind of looking for the big picture.

[HOUR3]00:20:54

PAUL BERENSON

Yeah.

[HOUR3]00:20:54

IRA GOTTLIEB

You know, I, obviously, we've seen, over the last decades a complete (STAMMERS) concentration of the media, and I think (STAMMERS), I see some good signs and bad signs. The bad signs are, where you have fewer and fewer wealthy corporations that are controlling the media. And if you have local, it's possible that, that Wendy McCaw could have led a trend in the other direction, that, that a, that a, a well

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INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

intentioned wealthy person could have bought and then produced a, a truly independent paper that could have been, could have stood (STAMMERS) separately from, from all the, from all the chain papers.

[HOUR3]00:21:35 IRA GOTTLIEB (CONTINUED)

But that doesn't seem to be happening now. She seems to, from what I've seen, treat this paper as her hobby, as her (SOUNDS LIKE) playpen. On the other hand, you, there are some aspects in general, as long, as long as we're (UNINTELLIGIBLE) about a general, (STAMMERS) generalities that, that there, more and more people have access to computers, to the Internet, to the blogosphere, and there may be sort of a trend away from this concentration, where more people can (STAMMERS), can have more outlets and more resources than they ever have had before.

[HOUR3]00:22:06 IRA GOTTLIEB (CONTINUED)

So, there's, there's a disturbing trend in terms of concentration, which has not been discouraged by our federal government, just the contrary, but there are, technology may (STAMMERS) have some encouraging developments in the future.

[HOUR3]00:22:24 PAUL BERENSON

Paul Berenson Show, news radio 990, KTMS, we're here with labor leader Marty Keegan and labor attorney Ira Gottlieb. We're talking about the News-Press. Gotta take a break, and we'll be right back.  
(TECHNICAL)

[HOUR3]00:22:36 PAUL BERENSON (CONTINUED)

Back to the Paul Berenson Show, news radio 990 KTMS, we're here with labor leader Marty Keegan and labor attorney Ira Gottlieb. We're talking about the Santa Barbara News-Press and its importance to the community. Great to have you here, guys.

[HOUR3]00:22:49 MARTY KEEGAN

Thank you.

[HOUR3]00:22:49 IRA GOTTLIEB

(UNINTELLIGIBLE) Be here.

[HOUR3]00:22:49 PAUL BERENSON

This cartoon in the Ventura County Star, (SOUNDS LIKE) Santa Barbara News-Suppress, all the news that fits our owner's peculiar whims, every top editor quits this paper, no idea why, we guess people are just fussy. Santa Barbara News-Press just won a number of awards for local news coverage. One of the things they're accusing Jerry Roberts of is that he wasn't promoting and reporting local news.

[HOUR3]00:23:16 PAUL BERENSON (CONTINUED)

I mean, to me, this is ludicrous. I mean, that's the only thing, that's, to me, that's the only area where this News-Press is superior to the previous News-Press, owned by The New York Times, is in local news reporting.

[HOUR3]00:23:28 MARTY KEEGAN

Well, I can tell you this, that (STAMMERS) it's, it's pretty amazing to me to hear that that would be some claim made by the company when they just won these awards and it's for that exact thing, great local coverage, and it's probably one of the finer newspapers in the country. This staff and, and under Jerry's (STAMMERS) editorial leadership, actually really brought national attention to this newspaper.

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INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:23:53

PAUL BERENSON

Yeah, you know, it's funny because before I started doing this particular show on this particular station, I did, my interest is, you know, international, national, that sort of stuff. I'm not that interested in local news. I do it here. You know, I've gotten into it since I've been doing this show. Before, I subscribed to the LA Times, a convenient thing came along to cancel my subscription to the LA Times, and then, (LAUGH) I subscribed to the News-Press.

[HOUR3]00:24:18

MARTY KEEGAN

Mm hmm.

[HOUR3]00:24:18

PAUL BERENSON

And the only reason I subscribed to it, though, is 'cause of local news coverage. That's it.

[HOUR3]00:24:23

MARTY KEEGAN

Well, again, I mean, that's what they excel in, and, and it's, it's amazing to me that that was one of the (STAMMERS) allegations or charges, or, or, or, or statements against Jerry. But I have to say that it, it, it hurt the entire staff, who's worked very hard to bring up the credibility of this newspaper and build it, and then, win those awards. And I can tell you that, just so you know, and I, I, I think this, this really goes back to the exact thing we were talking about, Paul.

[HOUR3]00:24:50

MARTY KEEGAN (CONTINUED)

And that is that the people in this community have always felt a part of this paper, and felt that it is definitely their voice in the community, and it's been a place for, for open discussion on all sides of issues. And, and, and I can tell you that they are taking this very personally, and the community, I can tell you, is fired up about this. Everywhere we go, everywhere we speak, everywhere the, the staff goes, everywhere they speak, and everyone they talk to, this is the topic right now, throughout Santa Barbara.

[HOUR3]00:25:24

IRA GOTTLIEB

And it's a, Santa Barbara is a unique community, and, you know, and it's, it's really kind of perfectly situated for a paper like this, and this, and then, you, and you just can't substitute. I mean, for all the other, the, the other papers that are around, that are local, are good papers as well. And they've got their niches. But there really isn't one that can step in and substitute for the News-Press. And, and so, naturally, the, the community's gonna be quite concerned if, if the changes that seem to be happening continue in this direction.

[HOUR3]00:25:57

PAUL BERENSON

Well, yeah, Marty, you said that this is the voice of the people in Santa Barbara, and it's always promoted open discussion, which it has, but now, you can't get a letter printed in the News-Press if you disagree with the opinion of the editor Travis Armstrong. I've seen one letter about this whole thing in the News-Press, one. And I know a lot of people who have written letters to the editor who don't get them published, 'cause they post them on email.

[HOUR3]00:26:21

PAUL BERENSON (CONTINUED)

(SOUNDS LIKE) This Lou Cannon (STAMMERS), famous local journalist, if you don't know who Lou Cannon is, he's a very famous journalist, biographer of Ronald Reagan. You righties listening to this know (LAUGH) who Ronald Reagan is. He couldn't get a letter published in the News-Press. The Independent had to publish it for him.

[HOUR3]00:26:41

MARTY KEEGAN

Well, this used to be the forum for open discourse. In fact, people felt that when they did write the paper that even if their opinion was absolutely diametrically opposed to the editorial opinion section that they

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RESP 1105  
JDA1163 Page 10 of 17

STORY SLUG: PAUL BERENSON: SATURDAY, JULY 29, 2006 - HOUR 3/AGNES HUFF: PAUL BERENSON TAPE HOUR3/PAGE: 11 of 17  
INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

would, would be able to at least express that, that position or issue and concern, and I can tell you that I heard many times at the forum the other night that they don't feel that's the, the situation any longer.

[HOUR3]00:27:10 PAUL BERENSON

Yeah, it's funny because Travis Armstrong and Wendy McCaw have a standing invitation to come on this show. I would love to talk to them, especially Travis. So, Travis, if you're listening, love to have you on the show.

[HOUR3]00:27:21 MARTY KEEGAN

And I'd love to listen to that, (LAUGH) Paul. I would.

[HOUR3]00:27:22 IRA GOTTLIEB

Yeah, do, do warn us if they take you up on that invitation.

[HOUR3]00:27:27 PAUL BERENSON

Oh, I will. I don't think it's gonna happen, but I certainly would, 'cause a lot of people would like to listen to this.

[HOUR3]00:27:31 MARTY KEEGAN

Well, it is a little strange, Paul. I mean, I just want to add this. While all of this is going on, (STAMMERS) apparently, Wendy's gone somewhere, (LAUGH) and nobody seems to know exactly where, unless you do. And, and we're still considering that very strange, considering the crisis that this paper, and especially at the level it's reached, this is national news now, and international news. This is appearing in every paper that I know across the country, and, and this story is, is that important. And yet, we don't know where she is.

[HOUR3]00:28:03 PAUL BERENSON

Funny, because this seems to be a trend in our entire country now, we see, we have a president, crisis, it's go on vacation. (LAUGH)

[HOUR3]00:28:11 MARTY KEEGAN

(UNINTELLIGIBLE)

[HOUR3]00:28:11 PAUL BERENSON

I had to get that shot in. (LAUGH) And now, Wendy, now crisis hits the News-Press, go on vacation.

[HOUR3]00:28:18 MARTY KEEGAN

Well, and that's, and that's part of the reason this is so important to labor unions in general. Someone asked the other day, well, why, why is your union so intensely involved in this? The fact is that labor unions understand that the voice in those communities are the newspapers. And if we can't get stories about situations that arise in the paper, in the communities, into those newspapers, or we can't tell an opposite side of a story or for that matter present an opposition, a, a position, this is where the death or the, or the possible death of democracy starts. If we can't have discourse in our papers, where it is allowing for both opinions to appear, we're in serious trouble in this country.

[HOUR3]00:29:05 IRA GOTTLIEB

And, and union organizing, I think, is one (STAMMERS) very important area of engagement with, of the, not just the individuals who are, who are specifically interested in, in having a union represent them, but it, it's a strength in the community when unions are strong. And it's, and its voice, both at the workplace and in the community, and, and it's a way for people to express themselves, especially when you, when you

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RESP 1105  
JDA1164Page 11 of 17

STORY SLUG: PAUL BERENSON: SATURDAY, JULY 29, 2006 - HOUR 3/AGNES HUFF: PAUL BERENSON TAPE HOUR3 / PAGE: 12 of 17  
INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

have detached ownership that doesn't seem to be (STAMMERS) (SOUNDS LIKE) attending to what's going on, no matter how (STAMMERS) frightening it seems to be getting.

[HOUR3]00:29:43

PAUL BERENSON

Speaking of unions, we just passed a living wage in Santa Barbara against the bitter opposition of Wendy McCaw and Travis Armstrong. And it's like these people, they had an editorial on Labor Day last year about how, whether you work with a, working with a work pail, with a lunch pail, or you're a banker, you know, let's just all be friends. (LAUGH) And, the problem is, these people think everybody should have minimum wage except them.

[HOUR3]00:00:15

MARTY KEEGAN

Well, that's true and, Paul, here, here's the hard part. This is, actually, kind of power dynamics in a way. When we find that these people become so isolated, and so removed, and so out of touch from what's really going on in their communities, that's when it becomes a danger. This fight for the living wage, I congratulate the community on the fight, the fact is that most people feel that they don't want to see poverty in their community, they want people to make a living wage, and those are important issues to the community.

[HOUR3]00:00:52

MARTY KEEGAN (CONTINUED)

But when you see the ownership of these large, large conglomerates or large newspapers, or, or billionaires who, who purchase these papers, that simply don't run in those circles and have no understanding of what it is to try to pay your bills every month, make sure your rent's there, and still be able to buy your daughter or son a birthday present at the end of the month. They don't understand the struggle it is today with the cost of living, the cost of gasoline, the cost of even food, milk, rent, everything else going up, it's a struggle to make ends meet. And, and, and they just seem to be totally out of touch about these issues.

[HOUR3]00:01:29

PAUL BERENSON

Well, (SOUNDS LIKE) I don't know, on the national level, and the, the, it looks like there is going to be a (STAMMERS) increase in the minimum wage on the federal level, and it's kind of scary that it, that it, you had so much congressional resistance from Republicans, primarily, on this, and that they had to pass (STAMMERS) a tax break for the rich at the same time in order to make the minimum wage happen, which is pretty outrageous, since that tax break isn't really necessary.

[HOUR3]00:01:58

PAUL BERENSON (CONTINUED)

But in Santa Barbara and the, and in the surrounding community, this is, it's a very high standard of living, it's very hard to make ends meet and, and live somewhere decently in, in the, in this environment, and, you know, people like Wendy McCaw and the, and, and perhaps some of these folks who are, who may be trying to buy the L.A. Times, aren't really in touch with what's going on at the grassroots.

[HOUR3]00:02:22

MARTY KEEGAN

(OVERLAPPING) And, and Paul, with it being the voice of this community, that paper, that's where the discourse is supposed to take place. And when, when, and when any kind of debate is silenced, for political advantage, the community literally is robbed of, of honest (STAMMERS) opinion, and not only honest opinion, but sometimes facts that back up those opinions.

[HOUR3]00:02:48

MARTY KEEGAN (CONTINUED)

That's why this is a very serious struggle here. Santa Barbara, to me, is, is definitely the precedent that's going to set a tone for the rest of this country. This fight's huge, and we've got to continue. And we're asking the community to support the Cancellation Program, sign the card, your cancellation doesn't go into effect until September 5th, which gives us still time to try to work with this management somehow,

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INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

and get them to sit down and negotiate a fair contract, and build that wall back up that protects the community when it's opinion versus news.

[HOUR3]00:03:25 PAUL BERENSON  
Savethenewspress.com?

[HOUR3]00:03:27 MARTY KEEGAN  
Correct, savethenewspress, all one word, savethenewspress.com, and they'll be able to get all of the updated news, upcoming activities, and the way they can help.

[HOUR3]00:03:38 PAUL BERENSON  
Are you worried that the, that it might cool off between now and then?

[HOUR3]00:03:44 MARTY KEEGAN  
You know, I, I would if this was simply just an issue of, let's say, the employees had a small grievance of some kind, but since, really and truly, the Freedom Of Press is a question here, and their ability to report what they see the way they see it, I don't feel that that's ever gonna cool off, Paul. I think, if anything, this is gonna generate more energy and more energy as we get closer and closer to that September 5th date.

[HOUR3]00:04:10 PAUL BERENSON  
Okay, we've got local ownership of the News Press by Wendy McCaw, billionaire Wendy McCaw, and now we've got three billionaires, Eli Broad, Ron Burkle and David Geffen trying to buy the Los Angeles Times, and we've got another billionaire who owns the Philadelphia Inquirer. This is going to be where we get our news from if we let this happen.

[HOUR3]00:04:30 MARTY KEEGAN  
It's true Paul, and, and I will tell you, you know, I know businesspeople are gonna scream saying, listen, billionaires should be able to buy whatever they want. It, it, it, and it may be true that they have the right, again, like I said, to purchase the newspaper, but they don't own the news, and that's where this wall is so important, and that's why their staffs so courageous.

[HOUR3]00:04:53 MARTY KEEGAN (CONTINUED)  
They are standing up against a powerful, powerful individual and, and a community that's wealthy, supporting that (SOUNDS LIKE) from her position, yet we start to find that in reality, the community definitely wants this Freedom Of Press and, and we are excited by the fact that so many cards are being signed.

[HOUR3]00:05:13 PAUL BERENSON  
(SOUNDS LIKE) Homer?

[HOUR3]00:05:10 IRA GOTTLIEB  
Paul, yeah, there has to be, no matter whether it's a corporation that's controlling the, a newspaper and the other media, (CLEARS THROAT) or, or a single billionaire, there's gotta be some kind of countervailing institutional internal way of making sure that the news remains the news and is properly and objectively reported, and they can do what they want on the editorial side, and that's presumably always gonna be the case.

[HOUR3]00:05:41 IRA GOTTLIEB (CONTINUED)  
But that's what we're concerned about here at the Santa Barbara News Press is that, that wall, that countervailing structure that, that keeps the news, keeps (STAMMERS) journalistic integrity alive and functioning, that's been deteriorating which caused these editors to walk.

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INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:05:57

PAUL BERENSON

Yeah. I work for Clear Channel, which has a reputation as bashed by everybody, but one of the things they have told me since day one is, you say what you want to say, we're not gonna tell you what to say.

[HOUR3]00:06:08

MARTY KEEGAN

Well, that's very important, and I'll tell you, maybe that's what separates our country from a lot of countries where state-owned papers or papers run by powerful interest in those countries turn it into, literally, just a simply propaganda sheet, and, and people in those countries never (STAMMERS) receive news of, of any varying opinion, it's simply a voice of whoever happens to have control. And that's what we're fighting against here.

[HOUR3]00:06:38

PAUL BERENSON

One of my favorite presidential speeches was President Kennedy's American University Speech shortly before he died about peace, and one of the things he said in there was about propagandists, you know, in the Soviet Union with their propagandists, but we have to be careful of that in our own media, too.

[HOUR3]00:06:57

IRA GOTTLIEB

Sure, and, and, and whereas you have the government getting out what the government wants in government-controlled media, you have the corporatists, you know, if we (LAUGH) have to rep, we have to mention Fox, among others, they get out what they want to say about, about, and they basically support the current administration and the, and, and they, that bleeds into their news reporting pretty clearly and pretty obviously.

[HOUR3]00:07:25

PAUL BERENSON

Right.

[HOUR3]00:07:26

MARTY KEEGAN

I have to say, sometimes, at least at Wall Street Journal, as, as right wing as its Editorial Page is, it does have a pretty good reputation for news reporting integrity. So, you know, it is possible to have that wall regardless of what, what paper and whose, who owns it, but there has to be some kind of institutional integrity.

[HOUR3]00:07:47

PAUL BERENSON

Paul Berenson Show, news radio, 990, KTMS, we're here with Labor Leader Marty Keegan and attorney, labor attorney Ira Gottlieb, and we're talking about the Santa Barbara News Press and media in general, because it's all lumping together, we are leading the nation right now in what's going on here with the News Press, and we gotta take one more break and we'll be right back.

[COMMERCIAL BREAK]

[HOUR3]00:08:08

PAUL BERENSON

And we're back to the Paul Berenson Show, news radio 990, KTMS, we're here with labor leader Marty Keegan and labor attorney Ira Gottlieb.

[HOUR3]00:08:17

MARTY KEEGAN

How's it going over there?

[HOUR3]00:08:19

PAUL BERENSON

Pretty good, how about you? (LAUGH) We're talking about the News Press, and this is really a community asset, and (STAMMERS) what we're talking about it, I mean, this goes to the heart of the, basically who we are as a community. We have seven, we have a seven member city council including the mayor.

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INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

[HOUR3]00:08:37

PAUL BERENSON (CONTINUED)

Every one of them are Democrats, and most of them have been, all but about two of them have been smeared pretty bad by the Editorial pages of the newspaper, News Press, and, you know, it's like they don't allow any sort of discussion. Comment? Yeah.

[HOUR3]00:08:52

MARTY KEEGAN

Well, I, I, again, the, this is, this is the concern of all of us, if, if, if, again, any kind of, like I, I, I hate to beat a drum here, but if discourse is stopped and if people can't have open debate, and if (BACKGROUND NOISE) that newspaper is not the forum for that place, then there won't be one. And that's the problem, and that, for that matter, that's what scares the community now, and that's what's having them rally around this cause.

[HOUR3]00:09:16

IRA GOTTLIEB

I, yeah, I think the community not only supports employees as employees at the paper, both the editors and the reporters, and everybody else who works there and makes that paper happen and makes that paper (SOUNDS LIKE) an important institution within this community, they, they also see it as a voice, and see it as a reflection of the community. (SOUNDS LIKE) And if it's only reflecting one side and if, if the Editorial side of the paper is bleeding into the, into the news, and, and becoming, and, and, and shaping the news, and, and, and deciding what actually gets printed and what's get, gets left out of a story, then there's a real problem with the paper and I think that perception will get out there in the community and that, and the paper will fail.

[HOUR3]00:10:06

PAUL BERENSON

We have a supervisor in Santa Barbara County, Second District Supervisor Susan Rose, she's one of the targets of the Editorial pages on a regular basis, she's, she's actually one of the two local politicians who has been banned from any appearances on their radio station, because she declined an invitation from Travis Armstrong one time.

[HOUR3]00:10:25

PAUL BERENSON (CONTINUED)

But she wrote an Op Ed piece several months ago, and they published it, but they prefaced it with a little, you know, italicized thing saying that we're publishing this piece but we know it contains lies.

[HOUR3]00:10:39

IRA GOTTLIEB

Yes.

[HOUR3]00:10:36

MARTY KEEGAN

Well, the only thing I can say is that's shocking. I didn't see the piece but I can tell you, that, that is absolutely shocking, and, you know, Paul, here's the, here's the bottom line, to you and your listeners, and everybody in that community, they are finally, the final judges of, of the accountability of this newspaper, and they have to hold them accountable and part of that is making sure that this newspaper stays open (STAMMERS) and available to this community for all, all opinions.

[HOUR3]00:11:10

MARTY KEEGAN (CONTINUED)

And I, I will tell you, that's the struggle, and it is the community's responsibility to stand up now (STAMMERS) and push back, and make sure that anybody, it doesn't have to be Wendy McCaw, it could be anyone, who comes in with their own agenda and tries to impose that (STAMMERS) agenda on the newspaper, has to be held accountable by the community.

[HOUR3]00:11:32

IRA GOTTLIEB

Paul, yeah, if I can just add a comment that's a little off-the-cuff, I, I'm, I come from New York, and when I grew up in New York the New York Post was actually a good paper, (INTERVIEWER LAUGHS) (STAMMERS) a, a

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INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

credible paper, and it, it, it had great writing, it had great editorials, and there was that respect for the, (STAMMERS) for the wall. And now with Rupert (STAMMERS) Murdock having taken over that paper, I mean, it's a joke.

[HOUR3]00:11:56

IRA GOTTLIEB (CONTINUED)

I mean, I guess people read it, it's still published, but it's, but I think anybody outside of New York, and in, (SOUNDS LIKE) even a lot of people in New York, think it's, is just a joke, and we don't really, we wanna make sure that doesn't happen with the Santa Barbara News Press. But if that, if that penetration between Editorial and Reporting continues, and, and you have this kind of quality going on then I think that, that the, the community is going to turn its back on this paper.

[HOUR3]00:12:26

PAUL BERENSON

Yeah, we have Susan Rose on this show next week, so, and I'm sure this subject's gonna come up with Susan, 'cause she likes to talk about them. We've also got Congresswoman Lois Capps who's another one of the frequent smearee, (STAMMERS) another one who they smear a lot, is also gonna be on the show next week. I haven't talked to Lois about the News Press but I think we will next week, just because she's one of the targets, one of the usual targets, of them too. And it is national news now.

[HOUR3]00:12:53

MARTY KEEGAN

It is, (STAMMERS) without question, this whole situation, I mean, I will tell you, everybody is watching now, and this community, and, and, and, and everybody across the country is, is observing every day the turns that are taking place in this picture, and I will tell you, it's gonna do nothing but grow until something is done internally where these people sit down and make some honest changes and attempts to try to rebuild that wall, and recognize these people's right to a collective bargaining agreement, or it is consigned to continue to be on the front pages everywhere.

[HOUR3]00:13:33

PAUL BERENSON

Yeah, and, once again, this is not just a local issue. It is a local issue but we're trendsetters right now. Today's L.A. Times, three L.A. billionaires are trying to buy the L.A. Times, Eli Broad, Ron Burkle, and David Geffen. I know Geffen has his own agenda, which is similar to Wendy McCaw's as far as closing the beaches to ordinary people.

[HOUR3]00:13:56

MARTY KEEGAN

Well, again, (LAUGH) Mr. Geffen or anyone, they may buy the newspaper but they don't own the news, and, and this is where the accountability comes from the readership. They hold these people accountable. It is not a tennis match for the community to simply watch the union and the, and the, and the reporters struggling against Wendy McCaw. This is the community trying to keep democracy in their paper.

[HOUR3]00:14:22

PAUL BERENSON

And we do have to keep this alive, because Wendy McCaw is a billionaire and she can hold out for a long time.

[HOUR3]00:14:30

MARTY KEEGAN

Well, we know that the wealthy always can hold out, but we can hold out one day longer, Paul, that's what we've been able to do in several other big cases like this, and we're gonna continue to push and fight and put every effort we can into this, and you have a fantastic staff at that newspaper that are gonna stand up and they're not gonna leave, they're gonna fight this thing right to the end.

[HOUR3]00:14:51

IRA GOTTLIEB

Though, I have to say Paul, I mean, the, the demands are really not that hard to meet, I mean, we're not asking to take Wendy McCaw's billions from her. And, and journalistic integrity ought not to be a hard

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INTERVIEWEES: ANNOUNCER, IRA GOTTLIEB, MALE, MARTY KEEGAN, PAUL BERENSON

thing to, (STAMMERS) to achieve or re-establish. So, you know, it's a little (STAMMERS) mysterious, other than just the issue of control, why there is this resistance, but there is. And, you know, so we are prepared to, to go the whole nine yards, if you will.

[HOUR3]00:15:18

PAUL BERENSON

Paul Berenson Show, news radio, 990, KTMS, we're here with Marty Keegan, labor leader, and Ira Gottlieb, labor attorney, and we got a couple seconds left here? How much time have we got left?

[HOUR3]00:15:31

MALE

Ten,

[HOUR3]00:15:32

PAUL BERENSON

Ten seconds. I guess that's about it, (LAUGH) so...

[HOUR3]00:15:37

MARTY KEEGAN

(OVERLAPPING) Paul, can we give the website one more time? savethenewspress.com. We hope everybody takes a look at that site, it's got some very valuable information.

[END OF TAPE: [HOUR3]00:15:47]

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Ms. Linda Dreeben  
Ms. Julie B. Broido  
Mr. Micah Jost  
National Labor Relations Board  
1099 14<sup>th</sup> Street, N.W.  
Washington, D.C. 20570  
[appellatecourt@nlr.gov](mailto:appellatecourt@nlr.gov)  
[micah.jost@nlr.gov](mailto:micah.jost@nlr.gov)

*Counsel for Respondent  
National Labor Relations  
Board*

Mr. Ira L. Gottlieb  
Bush Gottlieb  
500 N. Central Ave, Suite 800  
Glendale, CA 91203  
[igottlieb@bushgottlieb.com](mailto:igottlieb@bushgottlieb.com)

*Counsel for Intervenor  
Graphics Communications  
Conference International  
Brotherhood of Teamsters*

Date: November 23, 2016

**MICHEL & ASSOCIATES, P.C.**

s/ C. D. Michel

C. D. Michel

*Counsel for Petitioner*